

## SUMAYYA ESSACK, MBA & MSW

[Linkedin.com/in/sumayyaessack](https://www.linkedin.com/in/sumayyaessack) | Medford, MA | (860) 798-0534 | sumayya.e@gmail.com

*PHR-certified and Predictive Index-certified Career Coach with generalist HR background and 10+ years coaching experience. Passionate about developing the potential of diverse talent through identifying strengths and advising on career path opportunities. Known for communication skills, intercultural skills, serving as trusted advisor, and building relationships; dual MBA and MSW with multicultural experience. Currently working in private career change coaching for mid-career professionals.*

### CORE COMPETENCIES

#### **Coaching:**

- Career Coaching
- Adult Learning
- Consultation
- Delivering Workshops
- Facilitation

#### **Talent:**

- Development Planning
- Relationship Building
- Diversity & Inclusion
- Strengths-based Coaching
- Program Design & Evaluation

#### **Organizational:**

- Leadership Advising
- Cross-Functional Collaboration
- Project/Program Management
- Presentations
- Culture & Change Management

### COACHING & HR EXPERIENCE

- |                          |  |               |
|--------------------------|--|---------------|
| 2014-<br>Present         | <b>CURATE THE FUTURE, LLC</b><br><i>Career Change Coach and Owner</i>  | MEDFORD, MA   |
|                          | <ul style="list-style-type: none"><li>• Created a digital program for mid-career professionals to plan career transitions, based on psychology, strengths-based career development and design thinking; provide group and 1:1 coaching</li><li>• Increased profits 10x by aligning buyer journey with marketing messages in order to decrease client acquisition cost and increase revenue.</li><li>• Increased client satisfaction from 3.5 to 4.8 in one year (5-pt scale), by continuously improving program and refining product-market fit.</li><li>• Expanded brand awareness via webinars, content marketing, and media mentions (including FastCompany and Huffington Post) resulting in 4,000 members in email community and 500 members in the group community.</li></ul>  |               |
| Dec 2017 -<br>Oct 2018   | <b>LenddoEFL (Formerly EFL GLOBAL)</b><br><i>Head of Global Talent</i>   | CAMBRIDGE, MA |
|                          | <ul style="list-style-type: none"><li>• Reported to CEO and led and shaped all aspects of post-merger HR.</li><li>• Advised talent on identifying post-merger role opportunities.</li><li>• One of 4 leaders (including CEOs) project managing the Lenddo-EFL merger.</li><li>• Served on Sr. Management team, advising CEO and leadership on post-merger communications, change management, culture, succession.</li><li>• Proactively spearheaded an employee-directed culture team to shape employee experience, resulting in 25% increase in employee satisfaction.</li></ul>  |               |
| April 2015 -<br>Dec 2017 | <b>ENTREPRENEURIAL FINANCE LAB (EFL GLOBAL)</b><br><i>Head of Global Talent</i>  | CAMBRIDGE, MA |
|                          | <ul style="list-style-type: none"><li>• As first and sole Talent leader, reported to CEO and led all of HR for Harvard-born global fintech.</li><li>• Advised employees and managers on identifying talent rotation opportunities and job-fit placement.</li><li>• Led 25% headcount growth and managed \$2MM global recruitment budget.</li><li>• Set Executive Compensation, proposing to and gaining approval from the Board.</li><li>• Coached and partnered with CEO and leadership on succession planning.</li><li>• Reduced CEO span of control from 9 to 5</li><li>• Trained managers on coaching for performance and overhauled performance management to a development-oriented coaching approach, resulting in improved employee performance and increased retention.</li><li>• Created career progression maps, resulting in clearer career and compensation planning.</li></ul> |               |

Sep. 2013-  
April 2015

**PEGASYSTEMS, INC.**  
***HR Generalist***

CAMBRIDGE, MA

- Supported International Sales and Consulting, Engineering, and Product groups across EMEA, India, and APJ in all areas of HR, including L&D, talent management, employee relations, compensation, and recruiting.
- Proposed policy improvements to SVP and HR leadership, based on market “employer of choice” trends; ¾ of proposals adopted.
- Partnered with L&D function and vendors to identify organizational needs and plan training solutions based on regional needs and budgets.
- Conducted annual survey, including analysis and recommendations to Senior Management on opportunities to improve retention.

Summer 2012

**JOHNSON & JOHNSON, JANSSEN PHARMACEUTICALS**  
***HR Leadership Development Program Intern, Diversity & Inclusion***

TITUSVILLE, NJ

- Expanded an online mentoring platform to a new group of diverse individuals; designed communications strategy and secured commitment from mentors.
- Conducted statistical research from UN, EU, and OECD databases on women in R&D for report to Executive Management on improving women’s advancement.
- Researched best practices in Sponsorship for diverse talent; generated recommendations for management on 14 aspects of Sponsorship program design.

#### **IMMIGRATION LAW EXPERIENCE**

2008-2010

**FITZGERALD & COMPANY, LLC**  
***Immigration Law Paralegal***

BOSTON, MA

- Managed all applications and deadlines on a 50+ caseload (100+ total).
- Conducted legal research and drafted memorandums and motions, including unsupervised responsibility to file with courts and federal agencies.
- Wrote extradition reports in Spanish for Colombian Foreign Ministry and Consulate.
- Determined case strategy for presentation to the Immigration Court, DHS, and international Consular offices through in-depth country research, case law, and client interviews.
- Selected to train new attorneys and paralegals on immigration law.

#### **EDUCATION**

May 2013

**BOSTON COLLEGE**  
***Dual Degree Master of Business Administration and Master of Social Work***

CHESTNUT HILL, MA

- President, Net Impact Boston College Chapter
- Graduate Assistant, BC Center for Work and Family, 2011-2013

Dec. 2005

**UNIVERSITY OF MIAMI**  
***Bachelor of Science*** in Communication Studies and International Studies

CORAL GABLES, FL

- Study Abroad in Madrid, Spain, Spring 2005

#### **COACHING/LEADERSHIP VOLUNTEER EXPERIENCE**

2017

- Partner, Social Venture Partners Boston

2012

- Smart Women Securities: presented personal finance seminar to 100 students

2011-2012

- Strong Women Strong Girls: Leadership Coach

2010-2011

- Upwardly Global: Career Coach to immigrant professionals