



Giancarlo Martini

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PROFESSIONAL SUMMARY

Human Resource Development instructor and practitioner with a strong foundation in higher education, organizational consulting, and over a decade of leadership experience in the Department of Defense. Currently completing a PhD in Human Resource Management with research centered on organizational motivation and culture-based performance management. Skilled in curriculum design, faculty development, HR operations, and leadership training, with a record of service across university, military, and community settings. Known for integrating theory and practice to strengthen organizational performance and employee development.

EDUCATION

Doctor of Philosophy (PhD), Human Resource Management Est. 05/2027

National University, California

- Dissertation focus on Organizational Motivation Theory

Master of Arts (MA), Human Resource Management 02/2025

American Military University, WV

- Magna Cum Laude

Bachelor of Arts (BA), International Relations 10/2023

American Military University, WV

- Cum Laude

Associates of Applied Science, Education & Training Management 11/2019

Community College of the Air Force (CCAF), AL

Associates of Applied Science, Hospitality & Fitness Management 03/2015

Community College of the Air Force (CCAF), AL

EXPERIENCE

Midwestern State University, Wichita Falls, TX

- Directed the strategic redesign of the HRD graduate program as lead consultant, elevating academic rigor and industry relevance by aligning with peer university standards.
- Developed and delivered graduate-level coursework in organizational development and adult learning, receiving strong student feedback for clarity, engagement, and relevance.
- Served on WCOE's Retention, Hospitality, and Values Committees, contributing to initiatives that support student engagement, inclusive culture, and institutional mission alignment.

Retirement & Separation Lead 01/25 - 08/25

Department of Defense, Wichita Falls, TX

- Managed all aspects of separation and retirement processes, ensuring adherence to regulatory standards and organizational goals.
- Advised senior leadership on compensation-related directives and maintained program compliance.
- Led process improvements and training initiatives for team members to enhance accuracy and efficiency.

Nova Consulting, Wichita Falls, TX 10/24 – 08/25

- Directed tax and HR consulting operations, providing strategic guidance to small businesses and nonprofit clients.
- Delivered process improvements, compliance support, and workforce development solutions tailored to client needs.

- Oversaw client acquisition, project management, and service delivery to ensure high-quality, results-driven outcomes.

Manager, Learning & Development

10/23 - 04/24

Dentsu Aegis Network, New York, NY

- Analyzed employee feedback and performance data to identify areas for improvement in learning initiatives
- Developed and implemented training programs, ensuring accuracy and compliance with industry standards.
- Coordinated with internal stakeholders to address L&D related matters.

Instructor, Faculty Development

01/20 - 10/23

Department of Defense, Wichita Falls, TX

- Designed and facilitated faculty development courses, both online and in person.
- Innovated technology use in the classroom to enhance student outcomes.
- Evaluated and adapted instructional materials to meet diverse learner needs and maintain QA standards.

SKILLS

Human Resource Management | Curriculum Development | Leadership & Development | Multilingual

CERTIFICATIONS

- **Professional in Human Resources (PHR)**, Human Resources Certification Institute (HRCI) - 2025
- **Green Belt Facilitator, SIX SIGMA (CPI)** - 2019
- **Technical Writer**, Department of Defense – 2022
- **ADDIE**, Department of Defense – 2022
- **Instructional Systems Design (ISD)**, Department of Defense - 2022

AWARDS/RECOGNITIONS/VOLUNTEER WORK

- Completion, MSU Texas Leadership Academy - 2025

TEACHING RESPONSIBILITIES

COUN 2143 - Human Experiences (MSU TEXAS)

COUN 4103 - Professional Orientation (MSU TEXAS)

COUN 5413 - Professional Orientation in Human Resources (MSU TEXAS)

COUN 6013 - Human Relations (MSU TEXAS)

ADED 4113 - Capstone Project (MSU TEXAS)

EDUC 4523 - Trends & Issues in Training and Development (MSU TEXAS)

EDUC 5523 - Trends & Issues in Training and Human Resource Development (HRD) (MSU TEXAS)

EDUC 5583 - Graduate Internship in Training & Development (MSU TEXAS)

PRESENTATIONS

- **Leadership Wichita Falls**, Leadership 101 **01/26**