



# 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**