

Monica C. Simpkins, M.A.

Organization Development & Performance Improvement Consultant



Ms. Simpkins is a results-driven organization development & performance improvement leader. Her twenty years in the field are comprised of strategic roles in the areas of education, business, and non-profit. Serving in leadership positions such as Training Manager, Human Resources Manager, Director Talent Management & Organizational Development, and VP Human Resource Development enabled her to use innovative, cost effective strategies while directing teams responsible for implementing solutions to increase organizational performance and effectiveness.

In addition, she has experience with executing various change management interventions advancing leadership's use of coaching tools to stimulate accountability and human capital performance at each level of an organization. Ms. Simpkins implemented EEO training protocols subsequently improving audit ratings. She also was instrumental in the expansion of multi-phased leadership programs including evaluation metrics used by business units nationwide.

From a project management perspective, Ms. Simpkins managed global assessment and training projects in Canada, Europe, Puerto Rico, and the U.S. Virgin Islands for various companies. Known for an engaging thought leadership style, she currently is an Adjunct Professor and Program Liaison for the Human Resource Development Graduate Program at Bowie State University.

Ms. Simpkins completed certification training to administer assessments and courses for Personnel Decisions International (PDI) Ninth House 360 Profiler®, Development Dimensions International (DDI), Global Career Development, and Crucial Confrontations®. She has a M.A., Human Resource Development from Bowie State University and obtained a B.S. in Mass Communications at Towson University. Professional affiliations include American Evaluation Association, Association for Talent Development, Society for Human Resources Management, American Psychological Association, Maryland Education Advocacy Coalition and Learning Disabilities Association of America. In the spirit of paying it forward, Ms. Simpkins is a Metro Warriors STEM Organization college career readiness coach and Learning Disabilities Association of Maryland board member, Chair- Public Policy & Advocacy.