



## James McDonough

Volunteer Consultant

**Joined OneSource: 2021**

### **OneSource**

936 Dalton Avenue  
Cincinnati, OH 45203  
Phone: 513.554.4944

### **Professional History**

- Employers Research Association
- GE Aviation
- Hill-Rom

### **Education**

- M.B.A., Business Administration & Management, Xavier University
- B.A., Labor & Industrial Relations, Cornell University

### **Certifications**

- Six Sigma Master Black Belt
- SHRM--Senior Certified Professional
- Certified Professional Coach
- Development Dimensions International--Certified Trainer

James is a results-driven leader with backgrounds in talent management and succession to build organizational capabilities, organizational design and development, employee relations and engagement, and change management. Most of his career was spent at GE Aviation, where he rose to become an executive level Resources Business Leader. Earlier in his career, he was a Human Resources Director for Hill-Rom including leading their Learning & Development team. He currently works as a Human Resources Consultant with Employers Research Association. James's manifold accomplishments include leading several organizational and site start-ups within GE including P&L operations, creating and executing a global talent development program, driving high engagement and collaborative teams, implementing a leader-led DEI initiative, and setting HR strategy for a multi-national operation involving more than 4,500 employees.

Outside of work, James is married and has three children. He has a long history as an endurance athlete, including numerous marathons and triathlons.

### **OneSource Experience**

James looks forward to assisting with change management, coaching, training, and talent development projects.