

EDDIE D. CORONADO



Eddiedcoronado@gmail.com



+1 (407)432-1792



Orlando FL, USA

ENTERPRISE TALENT MANAGEMENT | LEADERSHIP DEVELOPMENT | ORGANIZATIONAL EFFECTIVENESS

Talent strategy and performance leader with 12+ years of experience designing and scaling enterprise talent, succession, leadership development, internal mobility, onboarding, and performance strategies across complex healthcare, technology, and global matrixed organizations. Currently own enterprise performance management and talent strategy for a 110K+ team member health system across 70+ facilities, including talent reviews, executive succession planning, calibration, leadership readiness, and Workday-enabled talent planning.

Known for partnering with C-suite executives, senior HR leaders, and business stakeholders to translate organizational priorities into practical talent strategies, governance models, tools, and development programs that improve leader effectiveness, retention, engagement, and workforce readiness. Strong facilitator and executive-level convener with experience leading high-stakes talent discussions.

CORE COMPETENCIES

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|------------------------------|----------------------------------|--------------------------------|
| ■ Enterprise Talent Strategy | ■ Executive Succession Planning | ■ Project & Program Management |
| ■ Learning and Development | ■ Strategic workforce planning | ■ Onboarding & Orientation |
| ■ Training & Facilitation | ■ Management & Employee Coaching | ■ Bilingual Spanish/English |

Tools: Asana – Workday – ICIMS – ServiceNow – JIRA – Tableau – Visier – Peoplesoft – Microsoft and Google Suites

PROFESSIONAL EXPERIENCE

Sr. Manager Talent & Performance Management, AdventHealth Orlando

December 2024– July 2026

Own enterprise performance and talent strategy across a 110K+ employee health system spanning 70+ facilities and multiple states, partnering with executive leadership, senior HR leaders, to strengthen performance, accountability, and leadership readiness.

- Lead AdventHealth's enterprise performance-management cycle, across 70+ facilities for 110k team members.
- Own and evolve the organization's **talent review and calibration approach**, improving decision quality, consistency, and leader accountability across regions.
- Lead **succession planning strategy for 500+ executive roles**, strengthening leadership bench visibility and readiness.
- Built and implemented **standardized talent review tools, leader guidance, and calibration resources**, achieving system-wide adoption across regions.
- Partner with C-suite and senior HR leaders to embed **mission-aligned leadership development** into performance, talent planning, and succession conversations.
- Driving implementation of a **Workday-based talent planning framework** to enable predictive insights and improved workforce decision-making in 2026.

Talent Mobility Program Manager, UBER Remote

October 2021 – July 2024

Owned global talent mobility and experiential development programs in a high-growth tech environment, partnering with HRBPs, functional leaders, and senior stakeholders to scale internal movement, manager enablement, and workforce capability across multiple geographies and functions.

- Launched **Uber Gigs**, a global experiential development marketplace enabling short-term assignments; increased employee engagement by **34%**.
- Built internal mobility and leader enablement programs that increased internal mobility rates by **23%** and retention by **8%**.
- Drove enterprise adoption through manager and employee enablement sessions, increasing participation by **41%** with **500+ attendees** across trainings.
- Optimized program operations and governance, reducing workload by **38%** and delivering **\$130K** in annual cost savings.
- Designed and delivered development programming supporting attraction, engagement, performance growth, and upskilling, impacting **600+ participants annually**.



Talent Mobility Lead, ELECTRONIC ARTS (EA) Orlando

April 2021 – October 2021

Led internal talent and mobility strategy for a matrixed, global organization. Partnered with People team leaders and business stakeholders to improve internal hiring practices, increase adoption, and scale employee development through data-driven program design.

- Partnered with hiring leaders across multiple disciplines, locations, and businesses to understand critical job requirements, created and implemented a recruiting and candidate generation strategy.
- **Influenced executive stakeholders** through data-driven insights and strategic recommendations, resulting in a **35% increase** in the adoption rate of company-wide internal mobility practices.
- Partnered with HR and business leaders to create tailored talent solutions, leading to a **15% improvement** in employee engagement and **reducing turnover by 4%**

Talent Mobility Regional Manager, SIEMENS Singapore

January 2020 – April 2021

Led regional talent mobility, leadership development, and rotational program strategy across 30+ APAC legal entities while managing a team of 7 direct reports. Directed program operations, governance, stakeholder management, and resource planning for regional talent initiatives.

- Owned regional strategy for high-potential development and rotational programs; delivered a transformation resulting in **\$340K+ savings**.
- Led executive leadership development initiatives across 30+ APAC entities, strengthening readiness and capability pipelines.
- Designed and facilitated a HiPo leadership development program that increased leadership readiness scores by **15%** across the region.
- Led a global mobility transformation that delivered **20% budget savings** and **60% personnel reductions** through process redesign.

Global Mobility Consultant, SIEMENS Orlando

April 2017 – December 2019

Supported global, cross-functional talent development initiatives, rotational programs, executive development, assignments, and internal mobility policies.

- Created a comprehensive training curriculum for Mobility (GM) Consultants to increase new hire productivity and service delivery and **reduce training lead time by 40%**.
- Boosted new hire productivity by developing an onboarding curriculum, resulting in **50% reduced onboarding Time**.
- Supported global Internal transfers, assignments, rotations, short- and long-term delegations and global mobility policies.

Recruiter, AEROTEK Orlando

February 2016 – April 2017

Cultivated partnerships with organizations, sourcing, screening, and preparing candidates for client assignments

- Conducted phone screens and interviews and presented qualified candidates to hiring managers.
- Wrote performance evaluations, identified areas for improvement, and provided actionable feedback.

EDUCATION & CERTIFICATIONS

Masters of Science: Human Resource Management | University of Central Florida | Orlando, FL | 2023

Bachelors of Art: Political Science | Brigham Young University | Laie, HI | 2015

SHRM Senior Certified Professional ([SHRM-SCP](#)) | 2023-2029

