

Donald C. Lloyd
Consultant, Mediator, Arbitrator
584 Pleasantville Road
Briarcliff Manor, NY 10510-1924
(C) 914-522-5048

Professional experience:

 **Diversified Consulting, LLC, Briarcliff Manor, NY**

Position; CEO, HR/ADR Consultant, December 1999-Present

As a consultant I provide HR and dispute resolution services, advice and consultation to the public, private, Local, County, State, and Federal government employees and employers. I've managed an ADR caseload, designed diagnostic problem solving procedures for businesses, provided HR topical training, conflict coaching, and conducted mediation and arbitrations in various industries. I've brought well developed organizational, analytical and interpersonal skills to a business saving them time and money in their staff development and retention.

 **Ohio Education Association/NEA, Cincinnati, Ohio**

Position; Labor Relation Consultant October 1980-Jan 2000
(Opted early retirement)

In this position it was my responsibility to negotiate and administer 10-12 School district labor contracts. I was responsible for issues such as wages, hours, benefits, and all other terms and conditions of employment for over fifteen hundred employees. I handled all disputes that arose from time to time pertaining to the misinterpretation and misapplication of the CBA. I handled all aspects of the analytical problem solving, including the strategic partnering with management on proactive planning, organizing, and implementing employee relations, training and development.

From this position I accomplished over twenty years work with Labor and management, employee relations and human resources work with a successful track record of serving both sides in a highly professional manner.

In 1999, I received from the American Arbitration Association the Outstanding Service Award for my work in the field.

 **Walt Disney World Lake Buena Vista, Fla.**

Position; EEOC Coordinator / Personnel October 1979-Oct. 1980

In this position I worked with the personnel to train new hires then worked to resolve employment issues short of litigation. I participated in all aspects of the hiring process, conducted training in the Disney University for our Managers in the areas of EEOC, and

worked with management in the proper placement of workers particularly in underutilized areas, provided managers with proactive advice and counsel in addressing employee and organizational issues. Participated in disciplinary actions by providing guidance to management and interacting with internal legal counsel.

While working at Disney I assisted in an OFCCP examination conducted by the DOL as Disney is a federal contractor. I developed employee training used to respond to the underutilization of workers in certain areas and to further create the appropriate atmosphere in the workplace that was a part of the Disney philosophy.

Orange County Classroom Teachers Assoc.

Orlando, Fla.

Position; Prof. Development Consultant

July 1978- Oct. 1979

Columbus Public Schools

Columbus, Ohio

Position; Public School Teachers

August 1973- June 1978

Education:

The Ohio State University

Columbus, Ohio

BS – Education/ Psychology

August 1973

Graduate work; towards the Masters of Public Administration degree, 91-93

University of Cincinnati

Cincinnati, Ohio

Political Science/ Public Administration, 35hrs. (No degree awarded)

Professional Affiliation;

- Member of the Assoc. for Conflict Resolution, Greater NYC, **ACR**
- Associate member of the American Bar Association, **ABA**
- Member of the New York State Dispute Resolution Association, **NYSdra**
- National, Division Chief for Diversity, **USCG Auxiliary**
- **Division Captain**, USCG Auxiliary, First southern District, NY. It is my responsibility to manage the personnel of six Flotillas consisting of one hundred fifty volunteers that serve as a back fill for the United States Coast Guard on the Hudson River from the GW Bridge to the Bear Mountain Bridge.

I currently serve as a “Neutral” of several different industry panels for mediation and arbitration.