

# TERI ELAM, EdM, MFA

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## PROFESSIONAL SUMMARY

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Transformational, collaborative, outcomes-driven, and emotionally intelligent professional with over 20 combined years of experience in Diversity, Equity, and Inclusion (DEI), Leadership Coaching, Human Resources (HR), and Organizational Development (OD). A storyteller, trusted adviser, and creative thought partner for all leadership levels with interpersonal and group facilitation expertise. Demonstrated strengths include:

Diversity, Equity & Inclusion  
Change Management  
Facilitation/Training

Storytelling  
Human Resources  
Coaching/Consulting

Communication/Writing  
Program Design  
Strategy Planning

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## CAREER HIGHLIGHTS

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- Created content for a wide-ranging employee coaching program to provide DEI-related growth and development cohort experiences facilitated by mid-level and higher leaders.
  - Initiated, managed, and deployed multicultural acumen diversity training for mid-level and executive leadership integrated into the department curriculum across multiple states.
  - Designed professional development, group mentoring, and coaching content and programs operationalized for availability to 55k+ leaders and employees as an HR&D practitioner.
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## PROFESSIONAL EXPERIENCE

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### Porsche Financial Services

#### **EMPLOYEE EXPERIENCE MANAGER** (2023 – Present)

Manages the cultural, digital, and environmental aspects of the employee experience through morale-boosting programs. Collaborates with leadership to identify and address needs. Measures employee satisfaction and analyzes data-driven insights to pinpoint areas for improvement and drive initiatives.

Leads internal communication strategies and processes to create and distribute clear, engaging messages that keep employees informed, aligned with company goals, and motivated to foster a positive, cohesive, and transparent workplace culture.

### Rolls-Royce

#### **MANAGER/DIGITAL CULTURE PRACTITIONER** (2022 – 2023)

Serves in a leadership role working with Fortune 500 corporations to help them enable the right mindset and leverage a digital-first approach. Blends strategy, vision, ideation, coaching, storytelling, to help individuals and organizations navigate a seamless digital transformation.

### Catchafire Skills-Based Volunteer Organization

#### **LEADERSHIP COACH** (2021 – Present)

Provides volunteer leadership coaching support to executive leadership of non-profit organizations in various areas, including professional growth and development, strategic planning, mission and vision development, change management, DEI, communication strategies, and team development, etc.

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### State Farm Insurance Companies

#### **DIVERSITY, EQUITY, & INCLUSION PRACTITIONER (2005 – 2014 and 2020 - 2021)**

Executed DEI strategies and plans, metrics, and reporting while promoting inclusive work environments through programming, e.g., an internal social media platform, etc.

#### **TALENT ACQUISITION SPECIALIST (2018 - 2020)**

Partnered cross-functionally with leadership to fulfill hiring needs covering all aspects of recruitment, screening, interviewing, and hiring high-caliber talent.

#### **EMPLOYEE RELATIONS INVESTIGATOR (2017 - 2018)**

Led workplace investigations into employee allegations involving HR policy violations. Partnered with leadership to conduct investigations in a fair, thorough, and timely manner.

#### **HR COACH/TRAINER, CHANGE MANAGEMENT ANALYST (2014 - 2017)**

Developed and managed an enterprise-wide program to hire, onboard, training, and place new HRBPs; this included sessions on HR policies and procedures, philosophies, and practices.

#### **HR BUSINESS PARTNER, LEADERSHIP COACH (2008 - 2014)**

Coached leaders toward maximum performance management, provided HR policy interpretation and guidance, executed talent management strategies, and motivated leaders', employees' best practices.

#### **LEARNING AND DEVELOPMENT SPECIALIST (1999 - 2008)**

Developed and delivered training modules and workshops to support the skill-building of leaders and employees. Facilitated over 500 hours of content for classroom, groups, and team training.

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## EDUCATION AND CREDENTIALS

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### **Master of Fine Arts (MFA) – Creative Writing**

University of Southern Maine, Portland, Maine

*Creative Thesis: "An Observation of Beautiful Forms"*

### **Master of Education (EdM) – Human Resources and Organizational Development**

University of Georgia, Athens, Georgia (Phi Kappa Phi Grad: GPA 4.0)

*Applied Project: Creating the Blueprint for a Coaching and Consulting Business*

### **Bachelor of Science (BSc) in Computer Science**

Tuskegee University, Tuskegee, Alabama

### **Certificates, Fellowships, and Program Completions**

Cornell University, Diversity, Equity, & Inclusion

Cave Canem Graduate Poetry Fellow

The Watering Hole Graduate Poetry Fellow

VONA/Voices Writers Workshop Graduate Fellow

Alliance Theatre Playwriting Workshop

Jeff Justice Stand-Up Comedy Workshop Graduate

Sundance Co//ab Screenwriting Workshops

Competent Communicator (CC), Toastmasters International

National African-American Women's Leadership Institute Fellow

Coach U Licensed Coach Facilitator/Essential Conversations for Leaders

## PROFESSIONAL EXPERIENCE – WRITING

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### RoughDraftAtlanta, Atlanta

#### **COLUMNIST** (2022 - 2026)

Interviews poets, thespians, artists, and professionals that include governors, writers, attorneys, executives, rappers, etc. to discuss their definition of art post-pandemic.

### INCLUVIE, Remote

#### **COLUMNIST** (2021 - 2022)

Reviewed films focusing on cultural representation, inclusivity, and social impact, particularly how diverse characters and stories are portrayed to encourage more inclusive storytelling in the industry.

### Stonecoast Review, Portland, Maine

#### **POETRY EDITOR** (2018 - 2019)

Contributed to the success of the publication by meticulously editing and evaluating poetry submissions to select the best works that align with the vision and theme of the journal.

### The Watering Hole Poetry Retreat, Columbia, South Carolina

#### **ADMINISTRATOR** (2015 - 2017)

Ensured an enjoyable attendee experience by guiding key aspects of strategy, logistics, faculty management, communications, and the workshop/retreat organization. Coached and consulted with various directors on a wide range of human resources and compliance issues.

### Generations Literary Journal, Oakland, California

#### **POETRY EDITOR/COMMUNICATIONS SPECIALIST** (2011 - 2013)

Transformed journal goals into outcomes by preparing and reviewing materials for an online journal to ensure a high degree of suitability and excellence. Steered the journal's overall direction by advising and coaching the Journal Editor on themes, content, style, and subject matter.

### VONA/Voices of our Nations Art (Vona) Foundation, San Francisco, California

#### **WORKSHOP DIRECTOR** (2008 - 2012)

Spearheaded a multi-faceted team of 10 employees and three summer staff members to deliver all daily operations for the annual, 2-week summer workshop for internationally renowned faculty and writers of diversity. Played a key role in consulting with the Executive Director to guide strategy, logistics, faculty management, communications, and coordination for 400+ poets and writers over four years.

## PUBLICATIONS & HONORS

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### Writing

#### Essays

- “Review: “Traveling My Way Forward: Carrie R. Moore’s “Make Your Way Home,” *The Rumpus*
- “Review: Jennifer Bartell. A Traveling Mercy,” *Callaloo Literary Journal*
- “No Ordinary Poet: Nicole Sealey as Master of Form and Agent of Social Justice,” *Birmingham Poetry Review*
- “Memory as Dance,” *An Impulse To Keep: Greenwood Art Project*
- “In Praise of Greenwood,” *An Impulse To Keep: Greenwood Art Project*
- “On Asking Mama To Pray for Me,” *Alone Together: Love, Grief, and Comfort in the Time of COVID-19*

#### Film/TV Reviews

- 'Hacks' Is Not a Hack...It's Comedic Perfection, *Incluvie*
- So, You Think You Can Comedy, *Incluvie*
- Coming of Age with Butterflies and Timeliness, *Incluvie*
- I've Got A 'Crush' On You...And I'm Not Too Old To Say It, *Incluvie*
- 'Alice' Doesn't Live Here Anymore, *Incluvie*
- The ABCs of Abbott Elementary: Janine Goes To School, *Incluvie*
- Love, Regret, and Art: Pandemic Lessons from Station Eleven and The Real World, *Incluvie*
- All Hail The Queen of Basketball, May She Reign in Peace...and Win An Oscar, *Incluvie*
- Benjamin Cleary's 'Swan Song': Poetry for the Heart, Soul, and Consciousness: A Review, *Incluvie*
- Is Netflix's 'Single All The Way' the “Answer” to Hulu's 'Happiest Season'?, *Incluvie*

#### Interviews - RoughDraftAtlanta

- Take 5 with author Pamela Norworthy on her new book 'The Florentine Entanglement'
- Take 5 with children's book author, poet, Ruth Forman
- Take 5 with race car driver, entrepreneur Ryan Hardwick
- Take 5 with culture curator and art educator Louise Gordon
- Take 5 with 'Taste the State' authors Chef Kevin Mitchell and David S. Shields
- Take 5 with Atlanta poets Rupert Fike and Amy Pence
- Take 5 with fine art photographer Richard E. Watson
- Take 5 with 'This Is Your Mother' author Erika J. Simpson
- Take 5 with pop culture author and educator Megan Volpert
- Take 5 with community advocate and connector Cassandra Brown
- Take 5 with Grammy-nominated poet Queen Sheba
- Take 5 with hip hop/pop rapper and lyricist Rochelle Bloom
- Take 5 with Gov. Nathan Deal on his new children's book, 'Veto, The Governor's Cat'
- Take 5 with Megan Rogers, author of the children's book 'Rosie Finds Her Shine'
- Take 5 with Black Writers Weekend founder Tamika Newhouse
- Take 5 with jazz artists Jamal Ahmad and Lil John Roberts
- Take 5 with children's author Allison Hill
- Take 5 with playwright and educator Nikki Toombs
- Take 5: Atlanta attorney Matthew Ames shares lessons in caregiving in new book
- Take 5 with author, editor and journalist Josh Green

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- Take 5 with ‘Supper With Love’ cookbook author Michelle Braxton
- Take 5 with author and physician Dhaval Desai
- Take 5 with esthetician, chandler & entrepreneur Paris Campeau
- Take 5 with violinist, DJ and entrepreneur Jasmin Rhia
- Take 5 with Nsenga K. Burton, Clark Atlanta’s new entrepreneurship director
- Take 5 with screenwriter J.A. Brown
- Take 5 with poet Stephen Wing and photographer Luz Wright
- Take 5 with musician Sophie B. Hawkins
- Take 5 with writer, director & actor Meghna Nagarajan
- Take Five with author & attorney Scott I. Zucker
- Take 5 with author Zoe Fishman
- Take Five with Dolly Parton poetry anthology co-editor Julie E. Bloemeke
- Take 5 with poet and actor Lisa Nanette Allender
- Take 5 with photographer Bobby Thornton
- Take 5 with actress Reneé Rayles

### Poetry

- “A Dolly Parton Kinda Love” was published in the *Let Me Say This: A Dolly Parton Anthology*.
- “A Ballad Supreme for Aunties & Black Boy Joy” was originally published as “For the Nephew I Never Met” in *Slice Magazine*.
- “On Being Called The N-Word in Atlanta, 2016” was published in Kwame Alexander’s anthology, *This Is The Honey* and previously in *Auburn Avenue* and *Limp Wrist*.
- “Forever We: A Golden Shovel” was published in *Beyond Queer Words Journal*.
- “My Niece Is an Uprising” can be found in *Beyond Queer Words Anthology*.
- “Asking Mama to Pray for Me” was published in the anthology: *Alone Together: Love, Grief, and Comfort in the Time of COVID-19*.
- “Superman Retires,” *The Future of Black: Afrofuturism & Black Comics Poetry*, Forthcoming.
- “On Writing A Fan Letter to Lynda Carter Circa 1975,” *Limp Wrist Magazine*.
- “High School Dancerettes at Half Time,” *Prairie Schooner*.
- “Counterpoint: After the Life and Crimes of Doris Payne,” *december magazine*. 2017 Jeff Marks Memorial Poetry Prize Honorable Mention.
- “Black Butterflies: A Lament” was published as “Butterflies” online by Jasper Magazine and made into a short film for Visual Poetry Project.
- “A Dance with My Niece at the High Museum” was published in *Beyond Words Magazine*.
- “Lamentations: Ballerinas Cowboys and Me” (“Dancerina Dolls in San Francisco: A Lamentation”), *Silver Birch Press*.
- “In My Neighborhood Just North of Atlanta,” *The Ringing Ear: Black Poets Lean South*, edited by Nikky Finney.

### Prizes

- 2025 Perugia Press Finalist, *Digging Beneath The Bones*
- 2021 Perugia Press Finalist, *An Observation of Beautiful Forms*.
- 2021 Pushcart Prize nomination, “On Being Called the N-Word in 2016: A Southern Ghazal.”
- 2020 Two Sylvias Wilder Poetry Prize Semi-Finalist, *An Observation of Beautiful Forms*
- 2017 Rita Dove Award Finalist, “Not Even Light Can Escape.”
- 2017 Jeff Marks Memorial Prize, “Counterpoint.”

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### Comedy

- 2018 Standup Comedy Performance, *Punchline Comedy Club*, Atlanta.

### Screenplays

#### *The BattleGround* - TV Pilot

- 2025 Stowe Story Fellowship
- 2025 Finalist, Bellem Entertainment Fellowship, Stowe Story Labs Programs and Fellowships
- 2025 Second Rounder, Austin Film Festival
- 2025 Quarterfinalist, Atlanta Film Festival Screenplay Competition
- 2024 Finalist, Nashville Film Festival Screenwriting Competition

#### *Andi Lake Has Things To Do* - TV Pilot

- 2024 Winner, Nashville Film Festival Screenwriting Competition
- 2025 Second Rounder, Austin Film Festival
- 2024 Quarterfinalist, CineStory Foundation - CineStory TV Retreat and Fellowship
- 2023 Second Rounder, Austin Film Festival
- 2023 Semifinalist, Outstanding Screenplays TV Pilot Competition
- 2023 Quarterfinalist, ScreenCraft Comedy Competition
- 2023 Quarterfinalist, Los Angeles International Screenplay Awards

#### *BattleGround* - Screenplay

- Semifinalist, ScreenCraft Feature Competition 2022
- Quarterfinalist, Los Angeles International Screenplay Awards Summer 2022

#### *Living Your Best Wife* - Screenplay

- Finalist, Stowe Story Labs Programs and Fellowships Application 2023
- Quarterfinalist, ScreenCraft Screenwriting Fellowship 2023
- Quarterfinalist, ScreenCraft Comedy Competition 2023
- Quarterfinalist, CineStory Foundation - CineStory Feature Retreat and Fellowship 2023

### Photography

- Various Photos, *Chops, Poetry* by Cheryl Floyd-Miller (housed in the permanent collection at Museum of Modern Art (MOMA), NYC)
- Author Photos, Cheryl Floyd-Miller
- Author Photo, *The Heart's Traffic* by Ching-In Chen

## WORKSHOP & CONTENT DEVELOPMENT

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### **MULTICULTURAL DIVERSITY SUMMIT FOR AGENCY LEADERSHIP**

Cultivated an enjoyable audience experience by developing an artistic presentation during a conversation between poets reading poems in English and Korean without translation to demonstrate the effectiveness of inclusive communication.

### **BUILDING BRIDGES, BRIDGING DIFFERENCES**

Workshop centered around recognizing differences and uniqueness in others and ways to bring humanity back to the workforce by bridging differences

### **CREATING AN INCLUSIVE ENVIRONMENT - A LEADER'S OBLIGATION**

Executive discussion around leadership's role in creating inclusive environments where people feel heard and are cared for so they can have effective and productive teams

### **STORYTELLERS**

Created a series of events using the one-on-one personal format of The Actors Studio to focus on executives to have an intimate Q&A/talkback to get to know the leader beyond the hallways of the organization.

### **FAMOUS AFRICAN-AMERICAN POETRY OPEN MIC CELEBRATION**

Designed and led an innovative series in which executives and senior-level leaders read the poems of famous African-American poets, such as Langston Hughes, Nikki Giovanni, and Gwendolyn Brooks.

### **LEADERSHIP INFLUENCE AND COMMUNICATION WORKSHOPS**

Pioneered a variety of leadership and communication workshops to teach attendees the use of various tools, such as Myers Briggs and StrengthsFinder, and to bridge communication gaps to improve operational efficiency and working relationships.

### **LEADERSHIP WORKSHOP: CIRQUE DE L'ETUDE D'ACTION**

Based on Cirque du Soleil, established a leadership workshop, teaching high-performing, high potential leaders to use reflective learning to introduce their leadership stories, covering the art of reflection, reflective inquiry, utilizing reflection to bring clarity to work/life development, and a learning journal.

### **MANAGING CHANGE: PREPARING, LIVING WITH, AND LEADING THROUGH PERSONAL AND ORGANIZATIONAL CHANGE**

Designed a detailed workshop to teach attendees on preparing for and adapting to change and leading and managing others through change.

### **MICROINEQUITIES - SWEAT THE SMALL STUFF**

Leadership workshop addressing unseen bias that may be deemed as small stuff to some but meaningful to others. We worked on finding ways to bring authenticity and humanity to the forefront while talking about social responsibility roles as a leader.

### **PAGE PROGRAM**

Established a comprehensive arts education program that introduces school-age girls to storytelling through poetry, journaling, and other forms of creative expression. Advanced participants' personal growth and development by providing creative tools to capture thoughts, feelings, and worldview.