

**SHERRIE MACKO**  
**Trophy Club, Texas**

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PROFESSIONAL SUMMARY

Results driven executive that delivers strong engagement and laser focus on attainment of goals. Well respected leader with a very positive attitude offering a unique blend of interpersonal and relationship building skills.

**Supplier and Workforce Diversity | Procurement | Recruiting | Training | Human Resources  
Communications | Vendor Relations | Account Management | Strengths Coaching**

PROFESSIONAL EXPERIENCE

**ieConsulting, Trophy Club, TX** **2016 - Present**  
**Managing Principal**

Founder and Managing Principal of consulting firm offering Talent/Strengths coaching, Diversity and Inclusion training, as well as Supplier Diversity consulting and training. Key deliverable is to help organizations build a high performing team by focusing on what's right with people and fostering respect and inclusion in the workplace. Provide consulting and development insight on all aspects of Supplier Diversity and Workforce Diversity. Inspiring excellence everyday.

**Dallas/Fort Worth Minority Supplier Development Council, Dallas, TX** **2015 - 2016**  
**Director, Buying Corporate Services**

Served as Director for non-profit organization focused on growing minority business enterprises. Recruited new corporate and public sector members. Produced results by engaging buying entity members to provide procurement opportunities for minority owned businesses. Strengthened relationships, grew financial sponsorships and built retention. Served as organization's representative at local and national advocacy outreach events.

*Accomplishments:*

- Exceeded new membership goal by 24%; exceeded membership retention goal by 35%

**Phillips 66, Bartlesville, OK** **2012 - 2015**  
**Director, Supplier Diversity and Talent Management** **2013 - 2015**

Directed all aspects of Supplier Diversity Program to ensure sustainable inclusion throughout Supply Chain. Collaborated closely with Diversity and Inclusion team to ensure a holistic approach. Developed and facilitated Supplier Diversity training to increase awareness. External company spokesperson for national and regional minority/women advocacy organizations. Served as company's Small Business Liaison Officer overseeing all aspects of government sub-contracting plan and reporting requirements. Led Procurement talent management including workforce planning, career development, recruiting and training. Managed staffing plans, intern and new hire rotation program, training/development programs and diversity and inclusion initiatives. Developed people strategies, bench strength analysis and succession planning. Identified skill gaps and sourced training programs to meet needs. Developed and facilitated leadership training; launched Strengths Based Leadership initiative.

*Accomplishments:*

- Recognized "Best in the Decade" for women business development by Women's Enterprise Magazine
- Consistently ranked "Exceeds Expectations" on annual performance review (top 5% of workforce)
- Built collaborative efforts between Supplier Diversity and the Diversity and Inclusion leadership team that resulted in strong corporate commitment to community impact
- Attained Gallup Strengths Leadership coach certification; developed, launched and facilitated successful Strengths Based Leadership training for Procurement and Human Resources teams

**Business Partner, Procurement Corporate Services** **2012 - 2013**

Responsible for key Business Unit stakeholder engagement and leading all procurement functions for HR, Technology, Payment Systems and Facilities. Provided strategic direction for all sourcing and contracting deliverables. Consulted with key leaders on Procurement Policy, as well as recommending Supply Chain best practices. Responsible for negotiating solid contracts that provided risk protection for the company and generated significant bottom-line savings. Developed and facilitated Procurement and Vendor Management training for key personnel. Developed Supplier Performance Management Plans and facilitated quarterly key vendor reviews.

*Accomplishments:*

- Consistently ranked "Exceeds Expectations" on annual performance review (top 5% of workforce)
- Led Health and Welfare benefits RFP and contract resulting in \$15.1M in savings over 3-year period
- Led RFP and contract negotiations for Contingent Labor Outsourcing to Managed Service Provider (MSP) and Vendor Management System (VMS) generating savings and productivity improvements

**American Airlines, Fort Worth, TX****1985 - 2012****Manager, Supplier Diversity**

2006 - 2012

Directed all aspects of Supplier Diversity Program, responsible for annual review of program performance with company Board of Directors. Managed program budget, spend data, quarterly reporting and metrics. Represented company on national and regional Board of Directors, industry working groups, minority committees and at business expos. Worked closely with Employee Resource Groups, Diverse Segment Marketing team and Diversity Strategies team to build alignment and engagement. Led Supply chain recruiting efforts to ensure high potential talent was identified and hired. Served as Small Business Liaison Officer for government reporting.

**Accomplishments:**

- Selected for company's first Earl G. Graves Award for Outstanding Diversity Leadership
- Executive sponsor for Native American Employee Resource Group
- Under my leadership, company was awarded "Corporation of the Year" by four advocacy organizations
- Awarded Supplier Diversity "Advocate of the Year" by five advocacy organizations
- Keynote speaker and procurement expert panelist for Small Business Matchmaking events held throughout U.S., each attended by 400 - 500 small and veteran-owned businesses

**Senior Account Manager, AAdvantage® Partner Marketing**

2005 - 2006

Managed partner relationships across a variety of industries including hotels, car rentals and financial services. Negotiated contracts and developed annual revenue plans; strengthened relationships with valued partners.

**Accomplishments:**

- Selected for "President's Award" for building outstanding partner relationships and highly successful partner marketing promotions that resulted in increased revenues and stronger brand awareness

**Senior Vendor Relations Manager**

2002 - 2005

Managed relationships with key IT vendors; sourced and negotiated key strategic IT contracts. Represented company on various industry councils; served as key liaison to internal stakeholders for procurement initiatives.

**Accomplishments:**

- Led negotiations for \$33M enterprise wide hardware upgrade project, generating significant savings

**HR Business Partner, Corporate Purchasing**

2000 - 2002

Consulted and provided guidance to leadership team on all aspects of HR including talent management, workforce diversity, organizational development, compensation, employee engagement, communications, policies and procedures. Led Supply Chain recruiting and training. Mentored high potential employees. Provided executive coaching for leadership team. Served as Supplier Diversity representative at external outreach events.

**Accomplishments:**

- Created robust college recruiting program resulting in high caliber Supply Chain Management hires
- Developed and launched Purchasing new hire training and orientation; created "new hire buddy" program which increased retention of new hires
- Developed Purchasing employee recognition program that was well received by employees and leadership team; resulted in stronger employee engagement which was validated by higher satisfaction scores in annual employee satisfaction survey

**Manager, Recruiting and Employee Communications**

1993 - 2000

Directed all recruiting functions. Responsible for all employee and executive communications including President's annual employee conferences, executive speeches and presentations. Directed the development and launch of workplace effectiveness initiatives to engage workforce and build strong commitment.

**Accomplishments:**

- Selected for "Circle of Gold" honor - awarded to top 50 employees in SABRE division

**Senior Account Executive**

1988 - 1993

Managed and successfully retained a territory of over 100 travel agency and corporate accounts in competitive Houston market. Worked with corporate accounts to build in-house travel expertise. Negotiated contracts with current and potential customers to ensure positive bottom line impact and build market share.

**Accomplishments:**

- Awarded "Circle of Distinction" honor - representing top 3% of employees in SABRE Sales Division

**Administrator, Employee Recognition Programs**

1985 - 1988

Developed and launched successful recognition program for 40,000 public contact employees resulting in increased employee engagement, improved customer service and frequent flier loyalty. Program still flourishes and continues to remain highly successful with AA's most valued frequent customers.

## PROFESSIONAL AFFILIATIONS

- Southwest Minority Supplier Development Council (SMSDC) - Board of Directors (2013 - 2015)
- SMSDC Oklahoma Regional Task Force for Supplier Diversity - Corporate Chair (2014 - 2015)
- University of Arkansas SCMRC (Supply Chain Management Research Center) Advisory Board (2012 - 2015)
- University of Arkansas WISE (Women Impacting Supply Excellence) Executive Advisory Board (2012 - 2015)
- Mary Martha Outreach Charity (Bartlesville, Oklahoma) - Board of Directors (2012 - 2015)
- Oklahoma Minority Supplier Development Council (OMSDC) - Board Chair (2012-2013), Board Member (2006-2012)
- Women Presidents' Organization - Corporate Advisory Board (2010-2012)
- North Carolina State University Supply Chain Resource Consortium - Advisory Board (2009-2012)
- National Gay & Lesbian Chamber of Commerce (NGLCC) - Corporate Advisory Board and Procurement Council (2007-2012)
- DFW Minority Supplier Development Council (DFWMSDC) - Supplier Diversity Professional Leadership team (2011-2012)
- Women's Business Council Southwest (WBCS) - Board of Directors (2010-2012)
- U.S. Pan Asian Chamber of Commerce Southwest -Corporate Advisory Board (2006 - 2012)
- American Indian Chamber of Commerce of Texas - Board of Directors (2010 - 2012)
- Heart of a Warrior Charitable Foundation (Dallas, Texas) - Board of Directors (2010-2012)
- Magic Johnson Foundation Leadership Conference - Mentor and Speaker (2010-2011)

## EDUCATION

- Northern Kentucky University - B.S. Marketing *Graduated Magna Cum Laude*
- Gallup, Inc. - Certified Strengths Coach