



## Stephanie Lykins

### Senior Consultant & Facilitator Carefree, AZ

Stephanie is an accomplished Senior Leader with demonstrated success across all facets of Human Resources and within multiple functions and industries – with a strong emphasis on technology, hospitality, franchising and professional services. She provides Consultation, Coaching, Facilitation and Advisory Services. Her focus is on engagements that capitalize on her talents, feed her passions, and ultimately provide the most meaningful impact and outcomes to individuals and organizations.

Her core strength lies in serving as a consultative strategic HR business partner, adeptly aligning human capital strategies with the organization's strategy and challenges. Stephanie also has a proven ability to navigate complexity, help leaders build high performing teams, and to develop leaders and individual contributors to excel.

Prior to launching Skyward Consulting, she spent time at Choice Hotels International and held positions at PC Data and Lexis-Nexis. During her tenure at Choice Hotels, Stephanie spent the latter part providing a strong track record of strategic talent management and succession planning amid periods of high growth. She focused on leadership development, onboarding executives and senior leaders, assessment oversight, Board of Director material preparation and presentation, facilitating executive and senior leadership meetings, HR operations optimization, due diligence/mergers and acquisitions and post-merger integration.

Stephanie has a passion for giving back and served on a non-profit board and currently spends time engaging in elder care enrichment. She has a creative side and had a Lampworking Studio with partners for many years and most recently combines those skills with metalsmithing.



### Areas of Expertise

- Change Management & Organizational Effectiveness
- Coaching for Leaders and Teams
- Cross-Functional & Leadership Teams
- Employee Relations & Performance Management
- Engagement
- High Potential Leader Development
- Human Resources Practices & Process Optimization
- Leader Onboarding
- Mergers & Acquisitions – Pre and Post Integration
- New Manager Assimilation & Development
- Succession Planning
- Talent Management & Assessment
- Workplace Culture & Organizational Health

### Professional Experience


- **Principal**  
Skyward Consulting | Carefree, AZ & Lebanon, OH
- **Vice President, Talent Management**  
Choice Hotels International | Rockville, MD & Phoenix, AZ
- **Sr. Director, Human Resources**  
Choice Hotels International | Rockville, MD & Phoenix, AZ
- **Sr. Director, Organizational Development & Learning**  
Choice Hotels International | Rockville, MD & Phoenix, AZ
- **Director, Human Resources**  
PC, Data, Inc | Reston, VA
- **Director, Human Resources**  
LexisNexis North America | Bethesda, MD
- **Human Resources Generalist**  
Mead Data Central | Dayton, OH

### Education & Honors

- **BA in Management with Concentration in Human Resources**  
Antioch University | Yellow Springs, OH
- **Certificate in Organizational Development**  
NTL Institute | Arlington, VA

### Certifications & Affiliations

- **Assessments** – Hogan Leadership Forecast Serries, Korn Ferry 360, Leadership Architect and Leadership Potential
- **Change Management** - *Prosci*
- **Crucial Learning (Vital Smarts)** - *Crucial Accountability*
- **Development Dimensions International (DDI)** – Interaction Management, Targeted Selection
- **Work Styles** – DISC, Hogan, MBTI, Strength Finders, Five Dysfunctions of Teams

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