

Charles Smith



Charles Smith
Consultant

Charles most recently served as Vice President of Human Resources & Diversity for Guitar Center. He was previously Senior Vice President, Human Resources for Bebe Stores, inc., a vertical contemporary fashion retailer where he held several diverse and progressive roles including Head of HR for a start-up and head of Total Rewards and Engagement.

Much of Charles' career has focused on diversity, feedback, coaching, and leadership development. He introduced competency models for talent attraction, compensation, and performance management; facilitated a 360 feedback process for senior executives and implemented executive pre-employment assessments. His focus on results within a business context allows him to advise organizations on operational effectiveness as well as develop competitive total rewards programs and performance management systems that attract, motivate, and retain talent.

As a senior executive, Charles led strategic organizational change, supported divisional startups, and directed complex reorganizations. As an executive coach and consultant, he focuses on the individual skills and behaviors that achieve both personal and organizational success. He is collaborative, yet possesses an individually focused style. Charles understands the internal dynamics of business operations and aligns his work with key business objectives.



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