

## **Bradford H. Taft, MBA, CMF, SPHR, SHRM-SCP, CFLC**

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[www.TaftVocationalExperts.com](http://www.TaftVocationalExperts.com)

### **Curriculum Vitae**

#### **AREAS OF EXPERTISE**

Vocational Evaluation, Employability Analysis, Labor Market Analysis, Earning Capacity Analysis, Job Search Effectiveness Evaluation, Human Resources and Employment Policies and Procedures, Discrimination, Harassment, Retaliation, Career Counseling, Job Search Strategy Development, Outplacement Consulting, Job Placement Assistance.

#### **EMPLOYMENT FORENSICS**

Professional expert experience covers over 5 years of testifying in and supporting over 90 legal cases for both plaintiffs and defendants including over 70 Family Law cases, 6 Wrongful Termination lawsuits, 2 Negligent Hiring cases, 5 Civil Litigation cases, 3 Workers' Compensation lawsuits, one Wrongful Death case, and one Immigration case. Testified in 12 trials, all in Superior Court of Arizona; 2 Arbitrations, and 3 Depositions.

#### **CERTIFICATIONS & LICENSES**

**Career Management Fellow (CMF)**, International Board for Career Management Certification  
**Senior Professional in Human Resources (SPHR)**, Human Resource Certification Institute  
**Senior Certified Professional (SHRM-SCP)**, Society for Human Resource Management  
**Certified Forensic Litigation Consultant (CFLC)**, Forensic Expert Witness Association  
**Licensed Career Consultant**, Labor Department of the Industrial Commission of Arizona

#### **EDUCATION**

**Master of Business Administration**, University of Southern California, 1976  
**Bachelor of Arts in Communication**, University of Southern California, 1974

#### **PROFESSIONAL EXPERIENCE**

**TAFT VOCATIONAL EXPERTS LLC**, Scottsdale, AZ

**2010 to Present**

##### **Owner, Managing Director**

Provide consulting and expert witness services involving employment and human resource issues to the legal community including vocational evaluations, labor market research, earning capacity analysis, job search effectiveness evaluation, discrimination, harassment, and retaliation. Research and prepare comprehensive reports and provide depositions and testimony.

**TAFT CAREER GROUP LLC, Scottsdale, AZ  
(Formerly TAFT RESOURCE GROUP)**

**2003 to Present**

**Owner, Chief Career Strategist**

Provide corporate-retained outplacement services and career transition consulting directly to individuals serving in a variety of functions and industries. Also provide workforce development and career development consulting for organizations.

- Assist job seekers in career planning, goal setting, resume and cover letter writing, interviewing, networking, identifying sources of job leads and job search strategy development
- Develop and deliver customized, one-on-one career transition services including entrepreneurial consulting to individuals throughout the United States
- Create and deliver presentations, webinars, teleseminars and workshop programs on a variety of career, employment and workplace topics

**SPHERION HUMAN CAPITAL CONSULTING, Los Angeles, CA 2001 to 2003**

**General Manager/Account Director**

Managed and delivered outplacement consulting and business development for the Southwest region of this international human resources consulting firm, a division of Spherion Corporation, a \$2.5 billion human resources, recruitment, technology and outsourcing company. Managed a staff of five in the Los Angeles office.

- Assisted displaced employees with career planning and job search training services through one on one consultation and small group workshops

**RIGHT MANAGEMENT, INC., Phoenix, AZ & Los Angeles, CA**

**1993 to 2001**

**Senior Vice President, Client Relations (Phoenix)**

**2000 to 2001**

**Vice President (Los Angeles)**

**1993 to 2000**

Managed and delivered outplacement services and business development for the three office Arizona/Nevada region of this international human resources consulting firm. Previously developed, managed and delivered outplacement services and managed client relationships in the Los Angeles and Woodland Hills, CA offices.

- Developed and implemented strategic marketing plans involving product changes, new product introductions and their successful launch into new target markets
- Managed and implemented on-site career centers
- Created and delivered consulting and sales training programs

**LEE HECHT HARRISON, INC.,** Los Angeles, CA

**1990 to 1993**

**Vice President, Client Relations**

Delivered executive and group outplacement services and managed client relations for the Los Angeles office of this national outplacement firm.

**CAREER TRANSITION GROUP, INC.,** Los Angeles, CA

**1985 to 1990**

**President**

Co-Founded this outplacement firm and was responsible for general management, human resources, program development and delivery of executive and group outplacement services.

- Developed innovative outplacement programs to meet the needs of a diverse group of employees transitioning from a major healthcare organization
- Developed and implemented all human resources policies, procedures and systems

**UNIVANCE, INC.,** Los Angeles, CA – **Outplacement Consultant**

**1981 to 1985**

**N. W. GIBSON INTERNATIONAL,** Los Angeles, CA - **Executive Recruiter**

**1980 to 1981**

**TAFT & ASSOCIATES,** Los Angeles, CA - **Executive Recruiter**

**1979 to 1980**

**GLOBAL MARINE, INC.,** Los Angeles, CA - **Treasury Associate**

**1978 to 1979**

**KORN/FERRY INTERNATIONAL,** Los Angeles, CA - **Executive Recruiter**

**1976 to 1978**

**VOLUNTEER LEADERSHIP & AFFILIATIONS**

Associate Member, American Board of Vocational Experts

President, Arizona Chapter, Forensic Expert Witness Association

Member, WorldatWork (formerly American Compensation Association)

Workforce Policy Advisor, AARP Arizona

Member, Association of Career Professionals International

Member, Society for Human Resource Management

Member, Society for Human Resource Management of Greater Phoenix

Member, Arizona Total Rewards Association

Senior Advisor, Board of Directors, USC Alumni Club of Phoenix

Past President, Board of Directors, USC School of Business Alumni Association

**PUBLICATIONS & PRESENTATIONS**

**Books**

**Boom or Bust!: New Career Strategies in a New America** (Cambridge Media, LLC; 2006) (Co-Author)

**Return of the Boomers** (Cambridge Media, LLC; 2008) (Co-Author)

**Articles**

**Do Both Sides in a Divorce Case Need a Vocational Expert?**

*Arizona Association of Family Law Attorneys Newsletter*, Summer 2013

**Earning Capacity: Labor Market Analysis for Determining Spousal Maintenance;**

*Arizona Association of Family Law Attorneys Newsletter*, Fall 2011

**Can America Continue to Compete in the 21<sup>st</sup> Century?;** *Career Planning and Adult Development Journal*, Fall 2008 (Co-author)

**Mature Workers: a Fine Source of Renewable Energy;** *Phoenix Business Journal*,  
December 14, 2007

**Mature Workers: Do They Really Cost More to Employ?;** *Phoenix Business Journal*,  
June 29, 2007

**A Letter to Career Consultants and Coaches on Behalf of Boomers and Traditionalists  
Who Need Your Expertise:** *Career Planning and Adult Development Journal*, Fall 2006  
(Co-author)

**Managing Workforce Reductions,** *California Employment Law Letter*, 2/4/02 & 2/18/02

**Outplacement and Communicating Work Force Reductions,** chapters in **Downsizing**, by  
Ethan Lipsig; BNA Books; 1997, 1998 Update.

**Presentations**

**The New Networking: It's Not Who You Know, But Who Knows You**

Paradise Valley Rotary Club

Paradise Valley, AZ

7/22/15

**What are You Worth?: Sources of Executive Compensation Data**

ExecuNet - Phoenix Networking Meeting

Tempe, AZ

6/17/14

**New Beginnings: Tapping into Vocational, Career and Educational Resources**

Maricopa County Association of Family Mediators

Phoenix, AZ

1/28/14

**Strategic Job Search**

ExecuNet – Phoenix Networking Meeting

Tempe, AZ

1/21/14

**Executive Marketing Strategy: The Dynamic Resume and More**

ExecuNet – Phoenix Networking Meeting

Tempe, AZ

2/19/13

**The New Networking: It's Not Who You Know, But Who Knows You**

Financial Executives Networking Group - Phoenix Chapter

Offices of First Western Trust

Scottsdale, AZ

1/15/13

**Sources of Hire Survey: Implications for Executive & Professional Job Seekers**

ExecuNet – Phoenix Networking Meeting

Tempe, AZ

10/16/12

**Attracting & Retaining the Best Talent by Creating an "Age - Friendly" Workplace**

2012 Arizona State SHRM Conference

Chandler, Arizona

8/28/12

**Effective Networking Communications: The Uplifting Elevator Speech**

ExecuNet - Phoenix Networking Meeting

Tempe, Arizona

1/17/12

**Effective Networking for Baby Boomers**

Tempe Career Network

Tempe, AZ

11/14/11

**The New Networking: It's Not Who You Know, But Who Knows You**

Financial Executives Networking Group - Phoenix Chapter

Tempe, AZ

7/26/11

**Public Speaking: A Critical Business Skill**

Arizona Business Travel Association Annual Education Conference

Phoenix, AZ

6/15/11

**Overcoming Myths about Hiring Older Workers**

American Payroll Association - Phoenix West Valley Chapter

Glendale, AZ

4/19/11

**Generational Recruiting Strategies**

Financial Executives International – Arizona Chapter  
Phoenix, AZ  
3/8/11

**The New Networking**

Career Connectors  
Phoenix, AZ  
9/15/10

**Generational Diversity: Four Generations Sharing the Workplace**

Grand Canyon State Electric Cooperative Association Workshop  
Phoenix, AZ  
5/18/10

**A Strategic Planning Model for Mature Workers' Career Transition**

Southwest Job Network Workshop  
Phoenix, AZ  
8/10/09

**Are You Stuck Using 20th Century Counseling Methods and in the 21st Century?**

International Career Development Conference  
Los Angeles, CA  
11/7/08

**Recruiting, Re-vitalizing and Retaining the Workforce of the Future**

Arizona State SHRM Conference  
Phoenix, AZ  
9/3/08

**Debunking the Myths of Employing Mature Workers**

American Society on Aging/National Coalition on Aging Annual Conference  
Washington, DC  
3/29/08

**Supporting the Career Success of the Aging Population**

Workforce 411 Conference  
Columbus, OH  
10/24/07

**The New “3 R’s”: Recruiting, Revitalizing and Retaining Mature Workers**

Arizona Industrial Compensation Association  
Phoenix, AZ  
9/20/07

**Rethinking Career Options for the Aging Workforce**

American Society on Aging/National Coalition on Aging Annual Conference  
Chicago, IL  
3/7/07

**Strategic Integration and Alignment of the Aging Workforce**

Alliance for Work-Life Progress Annual Work-Life Conference  
Scottsdale, AZ  
2/2/07

**Boom or Bust!: New Career Strategies in a New America**

International Career Development Conference  
San Jose, CA  
11/3/06

**The Future Through Gray – Colored Glasses: Supporting the Career Success of the Aging Population**

Working With Diverse Populations in Indiana Conference  
Indianapolis, IN  
8/23/06

**Outsourcing: Meeting the Competitive Challenges of a Global Economy (Panelist)**

California Workforce Association Annual Conference  
San Diego, CA  
4/6/04

**Guest Lecturer** at ASU, USC, UCLA, Loyola Marymount University and Grand Canyon University