

Bradford H. Taft, MBA, CMF, SPHR, SHRM-SCP

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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 5 years of testifying in and supporting 74 legal cases for both plaintiffs and defendants including 57 Family Law cases, 6 Wrongful Termination lawsuits, 2 Negligent Hiring cases, 4 Civil Litigation cases, 3 Workers' Compensation lawsuits, one Wrongful Death case, and one Immigration case. Testified in 11 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
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 21st 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

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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

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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

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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