

# NAPHTALI (TALI) ANDERSON

Brockton, MA | (781) 964-5155 | Naphtalianderson@gmail.com

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## EXECUTIVE PROFILE

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Senior executive and certified leadership coach with 20+ years of progressive leadership across engineering, operations, sales, and talent strategy at Siemens Corporation. Proven track record of building high-performance teams, driving multi-million-dollar revenue outcomes, and architecting enterprise-wide leadership development initiatives. Brings a rare combination of operational rigor, technical depth, and executive coaching credentials — uniquely positioned to serve at the board level as a strategic advisor on human capital, organizational culture, and leadership excellence.

## PROFESSIONAL EXPERIENCE

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**Siemens Corporation** | Remote

### **Recruitment Program Manager — National Talent Strategy** *2023 – Present*

- Architected and lead a national talent acquisition strategy spanning half the United States, establishing institutional partnerships with universities, colleges, and military branches to build sustainable talent pipelines aligned to enterprise workforce objectives.
- Designed and executed high-impact employer branding events — both virtual and in-person — that elevated Siemens' visibility among top-tier candidates and accelerated time-to-hire across priority talent segments.
- Championed diversity and inclusion as a core pillar of talent strategy, developing targeted outreach programs that measurably increased representation across engineering and technical business units.
- Partnered with senior business leaders to develop forward-looking, backlog-informed recruiting strategies — translating organizational workforce gaps into proactive talent initiatives.
- Directed the end-to-end management of an internship program (Technical Support track) across three geographic zones, from candidate identification through onboarding and performance evaluation.

### **Senior Sales Executive — Life Science & Healthcare** *2021 – 2023*

- Generated \$3.6M in booked orders within a single fiscal year by executing a disciplined consultative sales approach, identifying whitespace opportunities in the Life Science and Healthcare building automation market.
- Expanded market share by cultivating and closing net-new enterprise accounts while simultaneously deepening strategic relationships with existing clients to drive repeat business and long-term revenue.
- Positioned Siemens Smart Infrastructure solutions as mission-critical assets within complex healthcare and life science environments, effectively translating technical specifications into executive-level business value propositions.

### **Founder & Facilitator — GET S.E.T. Leadership Program, Northeast Zone** *2021 – 2022*

- Selected by the Zone Vice President to design and lead a year-long leadership development curriculum for Siemens' highest-potential emerging leaders — an initiative with organization-wide strategic visibility.
- Recruited and coordinated national-level executive speakers, curating a development experience that connected rising talent directly with C-suite and senior leadership perspectives.
- Facilitated original content on emotional intelligence, communication, and authentic leadership — areas aligned with Siemens' long-term organizational capability priorities.
- Managed vendor relationships and programming budget to deliver a high-caliber curriculum within approved financial parameters.

### **Operations Supervisor** *2017 – 2021*

- Led and developed a team of 6 to 14 specialists, overseeing \$12M in annual project labor — maintaining execution quality, stakeholder satisfaction, and on-time delivery across a complex portfolio of building automation projects.
- Served as a field-level operations executive, directly coaching specialists on customer relationship management, project scheduling, and technical problem resolution across live customer sites.
- Partnered with the Operations Manager on strategic resource planning, ensuring every project was appropriately staffed and supported before execution commenced.
- Functioned as the primary technical escalation point for complex networking, programming, and electrical challenges — protecting both project timelines and client relationships.

### **Engineering Supervisor** *2016 – 2017*

- Led an 11-person engineering team (including 3 remote direct reports), overseeing project timelines, budget adherence, and technical quality across a concurrent portfolio of building automation engagements.
- Represented the engineering function in pre-bid client meetings, contributing technical expertise that supported sales pursuits and strengthened Siemens' competitive positioning.
- Instituted individualized development plans for each direct report, conducting monthly progress reviews to accelerate skill growth and retention of high-potential engineering talent.
- Evaluated pre-bid project scope to identify and mitigate execution risk across design, technical installation, and commissioning phases.

### **ENE Systems** | Canton, MA

#### **Senior Engineer / Lead Engineer** *2016 (8 months)*

- Led weekly engineering reviews covering project progress, schedule adherence, and budget performance — maintaining team alignment and stakeholder confidence across concurrent engagements.
- Designed HVAC building automation systems, developed control wiring diagrams, and authored detailed sequences of operations — ensuring technical precision from design through field commissioning.
- Reviewed completed installations with field technicians and updated design documentation to reflect field-realized conditions, ensuring long-term operational accuracy.

### **Siemens Building Technologies** | Cambridge, MA

#### **Senior Engineering Service Specialist** *2012 – 2016*

- Served as a trusted technical authority for enterprise clients, diagnosing complex building automation system issues and delivering solutions that optimized control performance and energy efficiency.
- Configured and commissioned BACnet panel networks, collaborated cross-functionally with mechanical teams on preventive maintenance programs, and mentored junior specialists to accelerate their technical development.
- Advised building managers on energy-saving control strategies — providing a value-added advisory layer that strengthened long-term client relationships.

#### **Area Programmer — Building Automation & HVAC Controls** *2011 – 2012*

- Programmed HVAC controllers to specification across New England projects, issuing RFIs to resolve design ambiguities and proactively recommend improvements that enhanced energy performance for end users.
- Provided quality assurance review of engineering designs, identifying and flagging inconsistencies before field installation.

### **Brunell Controls** | Danvers, MA

#### **Programming Specialist** *2010 – 2011*

- Programmed HVAC controllers and developed user-facing graphics interfaces for building automation systems, configuring LON and BACnet networks across IP and MSTP architectures.

## Siemens Building Technologies | Cambridge, MA

### Engineering Specialist II — Building Automation & HVAC Controls *2006 – 2010*

- Concurrently managed multiple active projects, each ranging from \$30K to \$300K in scope, coordinating multi-trade teams (electricians, fitters, controls technicians) to deliver complex building automation installations on time and within budget — proactively identifying scope gaps and executing change orders to protect project revenue and margin.
- Produced AutoCAD electrical and mechanical drawings, prepared UL 489-compliant prototype devices, and served as the liaison to third-party vendors on system architecture compliance.
- Drove Design-to-Cost (DTC) initiatives that improved cost structures and process efficiency within the engineering department.
- Managed subcontractor payment, scope change pricing, and project forecasting — providing full financial accountability at the project level.

## LEADERSHIP CREDENTIALS & CERTIFICATIONS

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- Intelligent Leadership Executive Coach (Certified)
- Maxwell Leadership — Certified Team Coach, Trainer & Speaker
- DiSC Trainer (Maxwell Method)
- Warrior's Way Certified Coach & Trainer
- Facilitator: Executive Masterminds, Leadership Workshops, 1:1 & Group Coaching Engagements

## CORE COMPETENCIES

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Executive Leadership Development • Organizational Culture Strategy • Talent Acquisition & Workforce Planning • P&L Accountability • Cross-Functional Team Leadership • Enterprise Sales • Building Automation Systems (BAS/HVAC) • Emotional Intelligence Coaching • Public Speaking & Facilitation • Conflict Resolution • Mentorship & Succession Planning

**Technical:** AutoCAD, BACnet, LON Networks, HVAC Control Programming, Microsoft Office Suite, Adobe Creative Suite (Photoshop, Illustrator, Premiere Pro)

## EDUCATION

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### Bachelor of Science in Electrical Engineering | *2006*

Rensselaer Polytechnic Institute (RPI) — Troy, NY