



Jackie Smith is a Human Resources, Training and Organizational Development professional with over 20 years of experience. She has worked in a variety of organizations and industries in both the for-profit and not-for-profit sectors.

Jackie is Principal/Owner of ***Reflections on Learning***, a Learning and Organizational Development consulting firm focused on partnering with businesses on building Culture, High Performance Leadership, Teams and Change Readiness. Recently, she also joined the 711 Human Performance Wing of the Air Force Research Lab supporting the team as the Enterprise Learning Officer.

Previously, she was Vice President of CareSource University at CareSource, a Medicaid managed care organization. CareSource University provided all organizational learning programs as well as the company's performance management, succession and goal setting processes. In 2019 CSU delivered over 250,000 learning hours, coached 400 leaders, and on-boarded 1100 new hires. CareSource University was nationally recognized for 10 years as one of top training organizations in the US. Since 2017, CSU was named to the global Learning Elite, ranking 16th among worldwide organizations. Jackie also worked as a Senior Organizational Development Consultant, Regional Human Resources Manager, Training Specialist and Manager in the financial services, retail and transportation industries.

Her educational background includes a B.S. Education from Miami University, Ohio and Luxembourg and an M.S. Organizational Development and Leadership from St. Joseph's University in Philadelphia. In addition, she has served as an adjunct faculty member at Wright State and Antioch Universities and is a certified facilitator in a variety of training and development programs, organizational assessments and Myers-Briggs profiling. She also serves as a Team Leader facilitating business strategy and consultation sessions in countries around the world including Ecuador, Jordan, Guinea and Senegal.

Jackie has 2 grown children and lives with her husband, in Dayton, Ohio.