

Aimee R. Victoria

LinkedIn: <https://www.linkedin.com/in/aimeevictoria/>

Email: [AimeeRVictoria@gmail.com](mailto:AimeeRVictoria@gmail.com)

Manager, Employee Experience, CPS Energy, San Antonio Texas

Aimee leads employee experience design (EXD) across cultural, digital, and physical spaces for CPS Energy, the nation's largest municipally owned Utility. She drives innovative, transformed service delivery strategies within HR, creating on brand internal communications, programs and events delivering exceptional employee experiences. As leadership coach and masterful facilitator, she uses the lessons the horses have taught her to help coach leaders to better, more fulfilling outcomes.

Aimee has trained hundreds of leaders in a variety of leadership development settings; she is a sought after public and motivational speaker and has a passion for connecting to her audiences to inspire action for change. Her work is empowered by a Design Thinking certification from IDEO U.

She has worked as a College Admissions Counselor and a high school College and Career Counselor for underserved students at Communities in Schools of South Central Texas, where she was recognized by First Lady Laura Bush for her service and awarded the Rising Star of Texas for her innovative program design in helping students achieve their college dreams.

After working as a volunteer Director of Operations on a sport horse farm in New York, she founded a public relations and marketing consultancy to serve the horse industry where she managed professional and Olympic caliber equestrian athletes, helped small business owners become better leaders while growing their equestrian businesses and careers, and managed corporate sponsorship programs for several equestrian product companies and athletes.

Her work has been featured in several major magazines including Dressage Today. She holds a Bachelors in English from Westminster College (PA) and an M. Ed. in Instructional Leadership and Curriculum Design from the University of Oklahoma.

She has a passion for helping individuals live their best life and actively coaches military Veterans and spouses who are in transition to new careers through her work as (past) President of CPS Energy's Veterans Connection.