

Nelson Lackings

931 Tammy Circle
Dayton, Ohio 45415

Transportation Consultant

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Professional Skills

20+ years - Transportation Leadership
20+ years - Management and Leadership with up to 1200 reports
10+ years - Instructional Design
30+ years - Training and Facilitation
10+ years - Orientation and Onboarding
10+ years - Strategic Planning
10+ years - Reporting and Analytics
30+ years - DOT Regulations and Compliance
10+ years - Negotiations
13+ years - Accident Investigation

Professional Experience

FedEx | October 2011 - Present
Driver Manager and Advisor | April 2015 - Present

- Cultivated strong driver relationships through regular feedback meetings, addressing concerns proactively, and partnering with operations leadership on targeted action plans to drive engagement and continuous improvement
- Supported Operations and Safety leadership in conducting driver ride-alongs, reinforcing the “Safety Above All” culture; counseled drivers on compliance with company policies, the Driver Manual, and all relevant state and federal regulations
- Scheduled meetings to address driver issues, collaborating with local leadership to deliver solutions and report findings to executives on matters impacting personnel, service quality, and profitability
- Oversaw the bid process for vacations and route assignments, ensuring fair and organized scheduling
- Delivered training for new hires and facilitated ongoing training across 13 centers in three states, covering essential technology use, including dock and forklift computers, handheld devices, and other equipment
- Reviewed accident reports to determine preventability and enacted required adjustments to enhance safety protocols
- Conducted audits of disqualification appeals for drivers nationwide, ensuring adherence to company policies
- Engaged cross-functionally with Safety, Human Resources, Transportation, Fleet Maintenance, and Security on driver-related matters to support cohesive operations Prior Employment

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- Analyzed staffing levels and routes to develop optimized routes, coordinating with local Service Center leadership and business partners on implementation
- Partnered with Learning & Development to align educational resources with driver needs.
- Supported events such as state and national truck driving championships and oversaw education, safety, and feedback initiatives for newly assigned equipment
- Action Learning Program Alumni

Notable Achievements

I was one of 27 FedEx employees out of 529k nationwide chosen to brainstorm with FedEx Executives on solutions to high-level company issues in 2020. In 2022 I won FedEx's highest award...a 5 Star.

Road Driver I October 2011 - April 2015

- FedEx Mediation Team Member- focused on employee engagement and job satisfaction
- Conducted pre-and post-trip inspections on vehicles and equipment, ensuring safety and regulatory compliance
- Maintained accurate records of hours to meet service requirements and regulatory standards
- Operated a vehicle on scheduled routes between FedEx service centers and meet points, efficiently transporting loads back to the origin.
- Documented incident reports for any unexpected or unusual events involving equipment or cargo and managed the loading and unloading of packages, maintaining secure and organized transport

Notable Achievement

Point person in improving the workplace culture of 19,000 FedEx drivers by creating strategic positions that would repair an eroding FedEx driver culture. Unionization was averted and the culture improved significantly. Winner of Jevic Transportation's highest award... The Chairman's Award.

Jevic Transportation I May 1998 - May 2008
Driver/ Driver Trainer/ Instructional Designer

- Developed instructional materials; course curriculum, training manuals, and job aids focused on CDL and HazMat compliance
- Earned and maintained Smith System Trainer Certification to support driver safety training
- Facilitated comprehensive training sessions, from onboarding new hires to conducting recertifications
- Partnered with Learning and Development to define and document learning objectives

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- Conducted research and collaborated with subject experts to design content to optimize learning
- Created visual, audio, and interactive learning tools

Prior Employment

School Bus Driver - Dayton Public Schools
Driver - Ryder Logistics
Driver - Coca Cola
Transportation Supervisor - USAF

Awards and Professional and Volunteer Associations

2022 FedEx 5 Star Award
2014-Present Ministering to drug-addicted inmates at the S.T.O.P. program and Montgomery County, Ohio Jail, as well as the Ohio Reformatory for Women.
Member of the National Association of Photoshop Professionals
2007 Erma Bombeck Global Writing Contest, Human Interest Category, Honorable Mention
Jevic Transportation Employee of the Month - May 2005
Jevic Transportation The Chairman's Award- 2004
Jevic Transportation Employee of the Month - April 2000
USAF Tops in Blue - 1985

Education

Smith System Trainer Certification - Smith Systems
NATMI Accident Investigation- 2024
FMCSA Compliance and Safety - Ohio Trucking Association
OTA DOT Hours of Service Compliance- 2023; 2018
Clinical Pastoral Education and Internship - Kettering Medical
Instructional Design - Langevin Learning Services
Criminal Justice - Community College of the Air Force

