



Dr. Anthony Da Silva

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Ph.D. I/O Psych | DBA | SHRM-SCP | SPHR, GPHR

Instructor Bio

Dr. Anthony M. Da Silva is a senior human resources executive, consultant, and educator with dual doctorates in Industrial and Organizational Psychology and Business Administration. He brings more than a decade of progressive HR leadership experience across manufacturing, global operations, and large-scale organizational transformation.

Dr. Da Silva currently serves as Managing Director and Co-Founder of Strategic Synergy Consulting Group, a professional development and consulting firm specializing in strategic HR, leadership development, compliance, and applied workforce analytics. He also serves as a Multi-Site Human Resources Manager for Valmont Industries, Inc., where he leads HR strategy across multiple locations and has driven measurable improvements in engagement, retention, and operational performance, including achieving a 2.7 percent turnover rate and a 93 percent employee engagement score across North American operations.

His prior experience includes leading the HR launch of Nestlé Purina's one-billion-dollar flagship manufacturing facility in Hartwell, Georgia, where he developed enterprise policies, delivered leadership training, and oversaw the hiring and onboarding of more than 500 employees. Earlier in his career, Dr. Da Silva served for 17 years in the United States Air Force, managing global human resources, training, and mental health operations across Europe and Asia in high-reliability environments.

Dr. Da Silva holds SHRM-SCP, SPHR, and GPHR credentials through SHRM and HRCI and has completed advanced executive education in strategic human resources leadership through Cornell University. He is also a SHRM Certification Preparation Instructor and a recognized SHRM and HRCI Recertification Provider, authorized to deliver learning programs that award Professional Development Credits (PDCs) and HR recertification credits for certified HR professionals. His academic and applied research has focused on transformational leadership, occupational stress, job embeddedness, gratitude, and workplace behavior. His instructional approach integrates psychological science, business strategy, and ethical HR practice to support practical, compliant, and evidence-based decision-making.



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