

HUMAN RESOURCES EXECUTIVE

Executive Coaching | Talent Acquisition | Organizational Design
Mergers & Acquisitions | Startups | High Growth | Fortune 100 | International
Change Management | Strategic Partnerships

Accomplished senior human resources leader who is innovative and passionate about identifying and developing talent through strategic planning and implementation of comprehensive human resources initiatives. Partners with business leaders and senior executives as a strategic generalist.

Excels at anticipating future corporate needs, creating innovative but practical plans, and then gaining buy-in through influence and credibility. Often understands what needs to be done before others do. Starts with the end in mind, solves challenging problems, and takes the lead in organizational change management across multiple disciplines.

Experienced in complex international and multicultural environments, with ability to identify people's strengths and placement in "right roles". Creates a climate where people want to do their best by reaching clear goals through accountability and performance management.

PROFESSIONAL BACKGROUND

Confidential

2005 – Present

HUMAN RESOURCES SUBJECT MATTER EXPERT

Independent provider of human resources guidance for Fortune 100, Fortune 500, and smaller to mid-sized companies. Provides executive coaching on organizational effectiveness as a key member of the strategic business team.

- **Talent Sourcing:** Developed talent sourcing strategies and solutions to hire 500+ non-exempt and 300+ professional level positions for Vice President of *Confidential*. Supported build out of new business initiatives generating \$3+ billion in revenues.
- **Recruitment Solutions:** Delivered recruitment solutions to *Confidential* that increased talent pool development and hires for critical business groups.
- **Strategic Planning:** Partnered with *Confidential* staffing leadership to develop business case for new internal recruiting structure and process.

Confidential

2004 – 2005

DIRECTOR OF STAFFING (Onsite at *Confidential client*)

Requested by Senior VP-HR of *Confidential* to transfer to *Confidential* to manage HRO staffing initiatives. Led development of talent management processes company with 800+ stores in the US, Canada and Corporate Offices. \$40+ billion revenue.

- **Department Management:** Led team of 38 recruitment specialists supporting corporate office annual hiring needs of 3,000, including non-exempt, professional, senior managerial, and executives. Professional retail hiring needs were 4,000 per year. Managed \$1.6 million payroll budget.
- **Succession Planning:** Created strategic partnerships with *Confidential* executives enabling planned recruitment support to meet strategic initiatives and key leadership hires.
- **Staffing Strategies:** Implemented strategies and processes to provide leadership hiring and selection techniques. Reduced time to fill, reduction in labor of recruiters and hiring managers, while contributing to enhanced hiring manager and candidate experience.
- **Recruiting:** Developed superior retail sourcing capabilities providing retail management candidates for 800+ retail locations. Led recruitment vendor management process to include negotiation, selection and performance management. Established corporate sourcing capabilities to fill challenging and frequently-open niche positions.
- **Performance Metrics:** Created, monitored, and managed staffing metrics to improve organizational performance in talent selection, hiring and retention.
- **ATS Cost Savings:** Led strategic staffing initiatives to include corporate implementation of Taleo (ATS). Reduced labor costs of recruitment team by 50% through process streamlining, training recruitment staff and hiring managers, and maximizing ATS efficiencies.

Confidential

1989 – 2005

Took progressive leadership roles within human resources, focusing on retail field operations, international human resources, and new business development.

DIRECTOR OF INTERNATIONAL HUMAN RESOURCES, 2001 – 2004

- **Acquisition / Post Merger:** Partnered with executive team supporting \$2 billion acquisition and post-merger integration of Future Shop stores throughout Canada.
- **International HR Best Practices:** Coached executives and cross-functional International Team on HR practices and dual brand talent management. Provided HR expertise to international executives on interpretation of US-based HR policies, procedures and operations.
- **International Expansion:** Developed and implemented international HR strategy and business plan supporting opening of *Continental's* first Direct Sourcing Office in China. Traveled to China to integrate new employees with continuous culture and engagement barometer checks.
- **Strategic Leadership:** Established HR green-field strategy for 10+ *Confidential* store openings throughout Canada within 1 year, while simultaneously integrating dual brand in the same markets.
- **Expatriates:** Created and managed in-house administration of International Assignment Policy supporting numerous expatriates in multiple countries. Presented to and received approval from CFO and Executive Board.

REGIONAL HUMAN RESOURCES MANAGER, 1989– 2001

- **Strategic Leadership / Executive Coaching:** Developed productive partnerships with executive and retail leadership to impact business results through talent selection, performance management, development, training, rewards and recognition. Provided credible advice and coaching based on open executive communication.
- **HR Infrastructure:** Designed and implemented HR infrastructure supporting full service human resources capabilities while building the employee base from 4,000 to 10,000 in 70+ stores generating \$2+ billion in revenue.
- **Recruiting:** Designed, implemented and led initial National Retail Management Recruiter Team and retail recruiting capabilities. Established automated hiring process for non-exempt employees. Introduced direct recruitment model of passive candidates to secure qualified retail manager hires for rapid company growth.
- **Corporate Growth:** Delivered HR strategy, structure and support to more than 600 new store and location openings throughout the United States. Employee base went from 3,000 to 100,000 with \$40+ billion in revenue.
- **Employee Development:** Mentored 20 direct reports promoted to higher positions in the HR Department.
- **Recognition:** Received numerous team awards for regional and company performance including highest profit, lowest shrink, best retention, highest employee engagement, and talent development.

EDUCATION / PROFESSIONAL CERTIFICATIONS / AFFILIATIONS

Gallup 12 Employee Engagement Coach • Gallup Strengths Coach
MOHR Retail Learning Facilitator
Certified Management Trainer

Confidential University
Bachelor of Science, Double Emphasis for Business Management & Marketing

Society of Human Resources Management