

HR VP Harry, MBA

Vice President of Human Resources | VPHR | CHRO
Greater Xxxxxx Location

Phone
Email
LinkedIn

EXECUTIVE SUMMARY

Accomplished and highly regarded Senior Human Resources Executive, Business Partner, and Strategic Advisor. Intimately involved in growing successful entities in internationally diverse cultural environments ranging from structured and hierarchical organizations to highly entrepreneurial, second tier challenger firms. Success demonstrated in leading Human Resources and Administration functions in organizations ranging from \$300MM to \$3B in sales and employee populations of less than 1,000 to over 15,000. Progress HR experience in the following industries:

Manufacturing | Education | Real Estate | Distribution
Business Process Outsourcing (BPO) | Telecommunications and Software Development

Senior Executive Team Accomplishments and Assignments include:

| | | |
|--------------------------------|------------------------------|-------------------------|
| Mergers & Acquisitions | HR Strategic Planning | Talent Acquisition |
| Board of Directors | HR Legal Compliance | Recruiting |
| Collaborative Business Partner | HR Litigation Support | Employee Relations |
| Compensation Committees | HR International Assignments | Compensation & Benefits |
| Organizational Transformation | Organizational Development | Training & Development |

PROFESSIONAL EXPERIENCE

XXXXXX LEARNING GROUP, City, ST

Year to Year

Vice President of Human Resources/CHRO

Private Equity owned leader in educational technology solutions for K-12 Learning and Assessment. Grew from \$200M/750 employees to \$500M/1,400 employees.

- ✓ Senior HR Executive brought in by the PE firm and leadership team to build and formalize the HR organization after it had previously been dismantled.
- ✓ Acquired a larger, complementary organization and successfully integrated the group under the XXXXX LEARNING GROUP parent company.
- ✓ Prepared the company for growth by integrating HR with multiple business units into a unified platform and creating the infrastructure to support a shared services model ensuring that HR supported the business with cost effective top service.
- ✓ Introduced best-in-class innovative HR practices to focus on outstanding people outcomes that promoted a positive yet accountable work environment.
- ✓ Implemented Total Rewards compensation & benefit structure to aid recruiting by rewarding and retaining top talent with enhanced programs, coverage, and choices while reducing costs 20% (\$1.5M).

PROFESSIONAL EXPERIENCE, CONTINUED

BXXXX BXXXX TRAILERS, City, ST

Year to Year

Vice President of Human Resources/Corporate Secretary

Private Equity financed market leader in manufacturing, sales, and service of professional grade trailers. Growth from \$250M/1,500 employees to \$1.5B/4,000 employees. Brought in by the PE firm to launch and formalize HR functions into a strategic business partner to provide direction and operational HR focus, setting the foundation to support a 25% CAGR in sales, tripling capacity, while supporting employee growth of 20% per year (not including acquisitions).

- ✓ Lead the overall HR, Risk, and Compliance functions, including but not limited to Talent Management, Compensation, Benefits, Employee Relations, Conflict Resolution, Payroll, P&C, and Licensing.
- ✓ Defined HR strategy to align with organization's overall objectives.
- ✓ Lead HR functions during successful acquisition and integration of largest competitor into organization.
- ✓ Implemented health and safety program, driving 20%+ improvement in RIR.
- ✓ Instituted process improvements that eliminated redundancy, improved efficiency, and incurred cost savings of 20% per year in payroll and healthcare expense.
- ✓ Centralized talent acquisition resulting in cost savings, reduced time-to-hire, and consistent branding.
- ✓ Implemented talent management process to ensure adherence to workforce planning model.
- ✓ Oversaw Legal, Risk, and Compliance concerns.

HUMAN CXXXXX SXXXXX, City, ST

year to year

Principal

HR Consultant providing workforce planning, talent acquisition, and organizational development services to small and mid-size organizations on a project or full-time basis while conducting a search for a Senior HR leadership role. Specific expertise included:

- ✓ Executive Compensation
- ✓ Performance Management Optimization
- ✓ Benefit Plan Design and Vendor Negotiations
- ✓ Health & Welfare Broker Evaluation and Selection

AXXXXXXXX, City, ST

year to year

Vice President of Human Resources/CHRO

Global, privately held property management and hospitality organization. Firm developed from 800 to 8000 employees in 125+ locations during 7-year tenure, including 50 acquisitions and organic growth.

Ssssss Ssssss, City, ST

year to year

Vice President of Human Resources/CHRO

Global technology development firm with operations in North America, EMEA, and APAC.

- ✓ As key member of Senior Leadership Team, ensured HR concern were reflected in business decisions and strategic planning while leading and providing day-to-day direction to domestic and global HR staff
- ✓ Led planning, development, implementation, and administration of all human capital, talent acquisition, training, compensation, communications, and employee relations programs.
- ✓ Provided global direction on HR strategy while maintaining global regulation compliance.
- ✓ Designed and maintained 25+ variable compensation plans, including executive compensation, STI, LTI, and RSUs and OSOs administered during the quarterly performance management process.
- ✓ Improved time-to-hire metrics from an average of 10 to 4.5 weeks.
- ✓ Cultivated the existing regionalized culture to a global best practice environment.

PROFESSIONAL EXPERIENCE, CONTINUED

RRRRR TELESERVICES, INC., City, ST

year to year

Vice President of Human Resources/CHRO/Executive Officer

Global telecommunication services firm that grew from 2,000 to over 15,000 employees through a series of acquisitions.

- ✓ As the Senior Human Resources Executive reporting directly to the CEO, managed a multi-million dollar budget and led a geographically dispersed HR staff.
- ✓ Drove all strategic planning, operational, development, and budgeting for human resource functions for 15,000 field and corporate employees. HR functions included employee relations, staffing, compensation & benefits, HRIS, diversity, organizational design, training & development, and compliance.
- ✓ Advised and supported multiple US, Canada, and international locations in developing effective, streamlined HR processes and systems, ensuring each function aligned with corporate strategic direction and delivering desired results against committed business objectives.
- ✓ Designed, recommended, and implemented all Executive Compensation actions.
- ✓ Executed the selection and implementation of a PeopleSoft HRIS platform with global capabilities.
- ✓ Successfully directed the defeat of 25+ unionization attempts in both the US and Canada, including all 4 votes resulting in union losses.

EDUCATION

Master of Business Administration (MBA)

SXXXXXX UNIVERSITY, - Cxxxxx School of Business, City, ST

Bachelor of Business Administration (BBA), Concentration in Marketing and Human Resources

UNIVERSITY OF FFFFFF SSSSSS, City, ST