

Client's Name

555 Client Street, Resume Town, NY 11521

408-555-1212

email@nowhere.com

PROFILE

Driven, senior level HR VP and business planning strategist eager to apply 15+ years in setting the backbone and direction for HR in technical environments as well as compensation, workforce and business direction toward a position with a progressive company interested in maximizing business objectives:

- Excel at developing recruitment, development and compensation strategies that draw and retain management and technical talent as well as ensure appropriate staffing levels for daily operations and rapid growth initiatives.
- Expert in training management teams and executing task force programs for union avoidance, successfully maintaining non union status despite constant labor union aggression.
- Partner with CEO and other executive staff in developing holistic and tactical solutions for key business strategies.
- Adept at Benefits, Compensation, Labor Relations, EEOC, FMLA, HRIS, diversity, legal analysis/representation, and U.S. multi-state and international laws governing employment practices.
- Bilingual in English/Spanish, with over 8 years of experience in international labor negotiations.

KEY ACHIEVEMENTS

- Successfully delivered Frog Extreme Growth Initiative by aggressively recruiting specialized technical domestic and international workforce by 20% per year for increased matching revenue growth of 20% per year.
- Established HR Information Systems (HRIS) to support rapid employee population growth at StreetFusion.
- Implemented employee lifecycle programs that matched emerging culture/assimilation factors to business values and goals.
- Re-engineered Informix Latin American compensation matrixes for 8 countries to reduce payroll expenses while installing new incentives, salary reviews, QABs, MBOs and quotas.
- Chaired Alternative Work Environment task force for real estate reductions and installed new Business Center concept.
- Chaired MCI task force which successfully maintained a union-free environment.
- Instituted new performance benchmarks for the MCI Business Markets organization.
- Negotiated and led the divestiture of one POS Systems operating division, placed all affected employees, resolved pending litigations, and recouped \$ 2.2 million in inventory costs.

PROFESSIONAL EXPERIENCE

COMPANY NAME – Location – **Vice President Human Resources** 2001-2006

- Designed and drove the evolution of the Frog culture and created a compelling workplace that supported enterprise values through development and implementation of the frog global HR strategic plan and creation of Employer Choice mantra.
- Coached and developed regional HR generalists, established global Performance Management (ownership) process, and provided oversight to ensure appropriate talent and levels were developed for current and future organizational needs.
- Strategized holistic HR solutions through collaborative partnerships with HR Center of Expertise (CoE) leaders.
- Counseled and provided business direction to stakeholders at all levels on a variety of employee relations issues.
- Utilize current and emerging web technology to assure the effective operations of HR processes around the world
- Spearheaded and aggressively recruited specialized workforce of Media and Technology Designers and Engineers to deliver the Extreme Growth Initiative.

COMPANY NAME – location – **Vice President Human Resources** 2000-2001

- Contributed as a senior management executive partner responsible for the Human Resources backbone.
- Successfully built and managed the Human Resources entity to include human resource strategies that support the overall business strategy and annual operating plan.
- Established all programs, standards, policies and processes for regulatory compliance (EEO, federal and multi-state) and enhancement of employee growth and productivity to create a company that remains an "Employer of Choice."
- Advised and consulted in human capital and workplace issues, created and directed the Performance Management ownership/employee development program, and facilitated management training supporting competency development programs.
- Supplied senior management team training in Organization Design and Development in the areas of organization structure, job design, team development and organizational change.