



Professional Profile

Results-oriented People Manager with experience in streamlining HR strategies that drive positive change, advance learning and development, maximize performance, enhance staff capabilities, and facilitate process improvements. Proven ability to attract/retain top talent, mentor employees, and advise executives on policy-related matters. Focused on creating a culturally diverse, safe, and engaging work environment by displaying a strong work ethic and commitment to promoting organizational values.

Sally Anderson

People Manager

Contact Details

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Boston, MA

Core Skills

- Human Resources
- Corporate Recruitment
- Compensation & Benefits
- Talent/People Management
- Project Coordination
- Employee Relations
- Workplace Mental Health & Safety
- Compliance Labor Laws

Career Summary

Jan 2018 - Present

Crocs, Inc, Boston, MA
People Manager

Outline

Support all areas of HR, including HRIS, payroll, L&D, benefits, employee relation, and compensation for a world leader in innovative and casual footwear that sells 600M+ pairs in over 90 countries.

Key Responsibilities

- Cooperate with stakeholders and executives in spearheading the development of HR agendas and project frameworks that support business-critical objectives.
- Refine multi-skilling capabilities by implementing recruitment, succession planning, on-boarding, training, and career development plans.
- Administer compensation packages and benefits programs to attract, engage, and retain staff, in-line with budgets, job market expectations, and regulatory laws.
- Serve as a role model tasked with exhibiting the company's values, as well as prioritize diversity, equity, and inclusion requirements.
- Act as an internal advocate that bridges management and employee relations, while addressing demands, grievances, and other internal matters.
- Analyze trends, provide daily guidance on policy creation, modify talent acquisition plans, address daily staffing needs, and build high morale.
- Implement performance measurements to gauge team success, recognize areas for improvement, and steer organizational efficiency.
- Conduct exit interviews with outgoing staff to determine reasons for leaving the company.
- Plan and lead team building activities, handle disciplinary issues according to company standards, as well as maintain records of attendance and performance.

Key Achievements

- Helped four divisions exceed goals by 25% due to integrating impactful orientation, training, and bonus pay initiatives.
- Minimized staff turnover rate by 70% as a result of embedded a cultural mindset that enabled people to thrive in the workplace.
- Advanced on-time performance appraisals from 65% to 100% by continuously assisting managers who required ongoing support.
- Implemented HR programs that led to a 30%+ increase in business growth, employee engagement.

Jul 2016 - Dec 2019

Virgin Hotels, Boston, MA
People Manager

Outline

Advised on training and development needs assessments to improve the efficiency of staff performance, for a lifestyle hospitality brand that combines heartfelt service, value, and a seamless/personalized hotel experience for 20K+ guests globally.

Key Responsibilities

- Directed interview recruitment, selection, leadership development, and succession planning activities across all business functions.
- Assigned tasks and projects to according to employees' strengths and weaknesses.