

# Vanessa Ford

## Experienced People Manager

@ fakeemail@example.com

📍 Berlin, Germany

## SUMMARY

Results-driven People Manager with a proven track record of developing and implementing effective personnel initiatives to support business goals and enhance employee engagement and retention. Skilled in creating a culture of strong managers and leaders prioritizing performance and career discussions. Able to build solid relationships with employees and managers to foster a quality-oriented culture with continuous improvement and engagement at the forefront.

## EXPERIENCE

### People Manager

#### ABC Company

📅 Date period 📍 New York, NY

Developed and implemented personnel initiatives resulting in increased employee engagement and retention

- Collaborated with senior leadership to create and execute personnel strategies to support business objectives
- Managed the entire onboarding process, resulting in a comprehensive candidate experience
- Built strong relationships with employees and managers, fostering a culture of continuous improvement and engagement

### HR Manager

#### XYZ Corporation

📅 Date period 📍 Los Angeles, CA

Managed HR functions resulting in increased employee satisfaction and retention

- Managed and administered employee benefit programs, resulting in increased employee satisfaction
- Collaborated with legal team to ensure compliance with all applicable laws and regulations
- Led training and development programs, resulting in improved employee skills and performance

### HR Generalist

#### 123 Inc.

📅 Date period 📍 San Francisco, CA

Managed HR initiatives resulting in increased employee productivity and satisfaction

- Developed and implemented HR policies and procedures resulting in increased employee productivity
- Managed the recruitment process, resulting in successful hires and decreased time-to-fill
- Conducted employee surveys and analysis, resulting in increased employee satisfaction and engagement

## STRENGTHS



### Effective Communication

Led HR team to increase employee engagement by 25% through regular communication channels.



### Data-Driven Decision Making

Developed and implemented a performance evaluation system resulting in a 20% increase in productivity.



### Team Building and Leadership

Created and facilitated a mentorship program for new hires, resulting in a 30% decrease in turnover.

## SKILLS

Employee Relations

Performance Management

Talent Acquisition

Compensation and Benefits

HR Compliance

## ACHIEVEMENTS



### Launching Diversity and Inclusion Initiative

Developed and launched a company-wide diversity and inclusion initiative, resulting in a more inclusive workplace.



### Reducing Employee Turnover

Implemented a mentorship program resulting in a 30% decrease in employee turnover within the first year.

## AWARDS



### Excellence in Employee Engagement

Received award for outstanding contribution in creating a positive work culture.