

Jane H. Smith

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SENIOR HUMAN RESOURCE PROFESSIONAL

12+ years of extensive experience in spearheading HR generalist functions, defining and implementing HR strategies, organization development and training & development

Learning & Development ~ Corporate & Strategic HR Business ~ Benefits Administration

Profile Summary

- Currently working as Benefits & Learning Manager; heading Human Resource Generalist functions for the business unit, including training and on-boarding, performance management, retention & development and benefits
- Demonstrated expertise in driving and deploying global learning initiatives adapting to local needs with high level of collaboration
- Provided effective HR leadership to the business for implementation of HR strategies in-line with business requirements, managed full range of HR services to support the overall business strategy of the company
- Designed and implemented a holistic HR strategy to meet short term & long term business challenges with focus on the following key areas such as talent & leadership, culture & values, engagement & connect, supervisory capability, productivity & cost
- Dynamic team leader capable of analyzing alternatives and identifying tough choices while communicating the total value of benefit and compensation packages to senior level executives and employees

Functional Expertise

HR Strategic Planning
Performance Reviews
Talent Management

Learning & Development
Manpower/Succession Planning
Best Practices Implementation

Policies & Procedures
Employee Welfare
Risk Management Programs

Education

Executive Education (Management Techniques) from Harvard Business School in 2005
MBA (Human Resources) from Boston University in 2003
B.Com. from Community College, Washington in 1998

Work Experience

Human Services Association, INC. – Tampa, FL

Benefits & Learning Manager

2014 till date