

WESLEY LYONS, SPHR, CELS

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VP/DIRECTOR HUMAN RESOURCES

PROFESSIONAL PROFILE

- Versatile human-resources executive with hands-on experience in diverse industries operating over multiple jurisdictions in multiple countries.
- Strategic professional who deploys participative management style in fast-paced, diverse workforce.
- Proactive change agent who spends time in employee environment encouraging learning and promoting the increased productivity that results in value-added customer service.
- Excellent team builder and consultant on personnel issues and organizational development.

AREAS OF EXPERTISE

- Human-resource strategy, objectives, policies, programs
- Employee and management training
- Succession planning/management practices and programs
- Domestic and international recruitment, testing, and staffing needs
- Diversity programs
- Facility management
- EHS&S management
- Employee-relations programs
- Policy assessment
- Union avoidance
- Compensation and benefits design/administration, including stock options, ghost plans, and deferred compensation
- Multi-unit management
- Operations management
- Performance management
- EEOC, AAP, OSHA, W/C, and other federal, state, and local compliance program needs, including training, investigation, and prevention programs

PROFESSIONAL EXPERIENCE

Director, Human Resources, HealthScaps, Pasadena, CA, 2003 to Present

- Oversee human resources at all facilities and offices throughout eight states in top HR position for large, outsourcing provider for anesthesiology, neonatology, and emergency-medicine services.
- Partner with executive management to grow the business through innovative human-resources management.

Director, Human Resources, Landing Systems Services, Edit Corp., Pasadena, CA, 1999 to 2003

- Directed human resources at 12 facilities for business group that handled overhaul of landing gears, wheels, and brakes of commercial and military aircraft worldwide.
- Collaborated with group Vice President and General Manager while assisting Director of Operations and site leaders in growing their businesses through innovative human-resources management.
- Assisted with employee relations for union and non-union facilities of other divisions and in implementing Six-Sigma and lean programs on manufacturing floors.
- Designed and presented management-training programs ranging from first-line supervisors to senior-management teams to facilitate understanding of employment relations, diversity issues, employment law, recruiting, and organizational development; program functioned as cornerstone for union avoidance, employee retention, and increased employee morale.
- Initiated human-resources reporting system to update field managers, senior managers, and board of directors on progress of human-resources goals in areas such as recruitment, turnover, employee retention, recruitment cost, benefit cost, and cost-savings efforts.

Vice President Human Resources/Member, Board of Directors, GEER, Hibernia, CA, 1993 to 1999

- Oversaw HR for 45 locations in Americas for division of GEER, largest provider of silenced diesel generators.
- Acted as consultant for several other locations throughout worldwide network of offices.
- Handled P&L for additional areas of legal affairs, organizational development, safety, environmental, recruiting, and training/development.