# Anthro Pinckney, MSHRM, PHR, SHRM-CP

Senior Human Resources Business Partner

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A motivated, results-focused Human Resources Professional, seeking an opportunity to utilize career experience, skills, and education to contribute to employer objectives, profitability, and success with a company offering potential for challenge and growth.

**SUMMARY**

* Extensive knowledge and nearly 20 years of experience in full-cycle human resources supporting up to 1000 staff.
* Develop relationships with and influence individuals, staff groups, and leaders to shape and communicate company policies and procedures as well as drive their adoption
* Serve as resource for employees and drive functional excellence while providing superior support and service
* Continuous improvement minded with high aptitude for identifying opportunities and developing solutions that maximize efficiency and resources in addition to closing policy and procedure gaps
* Diplomatic, highly ethical, and easy to approach; inspire confidence and comfort in discourse surrounding complex human resources issues
* Master all facets of position, apply traditional work ethic, and remain inquisitive to continue growing HR knowledge

**SKILLS & EXPERTISE**

Employee Relations

Benefits Administration

Strategy Support

Regulatory Compliance

Employment Law

Employee Retention

Recruitment

Onboarding & Training

Policies & Procedures

Leadership Support

Performance

Cost Reduction

Termination & Unemployment

AA & EEO Reporting

Compensation Review

**EXPERIENCE**

**Senior Human Resources Business Partner,** Quest Diagnostics, Tucker, GA, 08/2022 to Present

* Serves as an active member of the leadership team in assigned business/function and can influence and challenge others at this level.
* Consults with leaders to develop and execute business strategies to build organizational capabilities, behaviors, structures, and processes.
* Translates the business plan into talent and organizational plan, contributes to the People Strategy for assigned business to include organizational re-design, strategic workforce planning, total rewards solutions, succession planning and talent management, organizational development, and employee engagement.
* Optimizes transformational change efforts by providing consulting support, guidance, and a framework for leading and managing change.
* Partners with and influence HR Center of Excellence and HR Service Center to ensure the business is receiving optimal service and value-added programs that are aligned with business strategy.
* Used outcome-based metrics supplied by HR Service Center to identify trends and influence the business.

**Senior Human Resources Business Partner**, WellStar Health Systems, Marietta, GA, 02/2019 to 08/2022

* Provided guidance and coaching to managers on interpreting policy, cultivating environment of open communication, and developing and improving employee relationships.
* Provide advice and support to Managers and Directors in areas such as recruitment, perforamnce management, employee relations, training and development, HR policies and policy implementation, and best practices to improve organizational effectiveness and minimize risk.
* Functions as liason between opreational units and Vice President HR regarding (HR issues, conflict resolution, and implementation strategies).
* Acts as a liason between Benefits Analyst, Compensation Analyst, Talent Acquistion team, Consulting staff and VP of HR to ensure service to external and internal customers and apppropriate feedback at all levels.
* Analyze metric data to identify trends in employee relations via Great Places to Work score, turnover data, vacancy rate and other method.
* Serves as a check and balance for all employee relations projects and priorities in realtions to departments.
* Works with Consultants to develop resolution and training plans for operating units.
* Advises, recommends and interprets federal and state laws to ensure all operating units and WellStar Medical Group are in compliance.
* Facilitate new hire orientation, on boarding processes to ensure compliance with all federal, state and local laws and regulations that pertain to human resources (FLSA, FMLA, EEO, ADA) and ensure adherence to all company policies and practices.
* Investigate issues such as harassment compliants, compliance violations, working conditions, disciplinary action, attendance policies and reduction in force, layoffs and termination.
* Support leadership in acquistions, onboarding and payroll conversions.
* Repaired relationship between employees and leadership by facilitating better communication and significantly improved communication and understanding of policies and procedures.
* Improved job satisfaction, increased employee retention, and reduced associated costs as result

**Employee Relations Consultant**, Wells Fargo, Charlotte, NC, 09/2015 – 08/2018

* Coordinated and documented personnel transactions for the entire employee life cycle including hires, promotions, transfers, performance reviews, leaves of absence, status changes and terminations.
* Broad and continually expanding knowledge of Employee Relations/Human Resources processes, employment laws and government regulations.
* Demonstrated proficient consulting skills, with the ability to provide coaching, feedback and recommendations to HR Partners, managers, team members on ER issues.
* Proven record of impact and influence at the senior leadership level and ability to build positive and productive relations.
* Applied employment law and Wells Fargo policy knowledge to consult with managers to work through Employee Relations cases to positive resolution.
* Managed Employee Relations cases by providing employee and manager coaching and counseling while ensuring consistent application and interpretation of company policies, practices, and procedures.
* Partnered with in-house counsel as necessary to effectively deal with possible conflicts related to employment practices.

**Senior Human Resources Advisor**, Compass Group USA, Charlotte, NC, 09/2008 – 09/2015

* Developed relationship with managers, provides generalist advice to staff, interpret employment legislation, policies, and regulations.
* Contributed to the operational and strategic HR planning process, reviewed HR policies and plan change and restructuring processes.
* Provided advice and support to line managers in areas such as recruitment, performance management, employee relations, training and development, HR policies and policy implementation, and best practice to improve organizational effectiveness and minimize risk.
* Kept up to date with developments in employment legislation and human resources best practice, knowledge sharing with the team to ensure continuous development and improvement in services offered.
* Investigated problems such as: harassment complaints, working conditions, disciplinary actions, attendance policies, and reduction in force, layoffs, and termination.
* Advising managers on selection and recruitment issues, including creation of job descriptions, selection process, Hay Grade, and interviewing.
* Used internal customer survey and exit interview data to support unit managers in feedback sessions and action planning. Provide solid generalists skills, in the areas of change management, talent management, labor law and employee relations.

**Human Resources Manager**, Target Corporation, Atlanta, GA, 04/2006 – 08/2008

* Ensured compliance to all federal, state, and local laws and regulations that pertain to human resources (FLSA, FMLA, EEO, ADA) and ensured adherence to all company policies and practices.
* Provided Human Resources leadership in all areas to include leadership and organizational development, liability management, change management, compensation planning, employee recruitment and retention, employee and labor relations, performance management, employee conflict resolution, benefits administration, safety compliance, strategic planning, budgeting, and training.
* Instructed leadership on union avoidance, sexual harassment, workplace violence, diversity, and other laws, policies, and guidelines.
* Managed the recruitment, selection and hiring process to find and attract highly qualified and motivated candidates at all levels of the organization

**Operations Supervisor Southeast Region**, EchoStar Satellite Distribution Center**,** Suwanee, GA, 06/2001 – 04/2006

* Improved the operational system processes and policies in support of organizational missions specifically support better management reporting information flow and organizational planning.
* Ensured a clean and safe work area in accordance with OSHA and other regulatory requirements.
* Directed, supervised, managed, coached, and developed over 300 staff members.
* Succeeded in bringing strategic, creative, and innovative approach to planning, problem solving and day to day management.
* Developed warehouse operations system improvements by analyzing process flow, manning and space requirements and equipment layout and implementing change.

**Warehouse Supervisor**, Anvil International, Norcross, GA, 08/1996 – 06/2001

* Managed shipping, receiving and distribution functions in conjunction with other distribution centers.
* Prepared merchandise to be shipped LTL, UPS, TL, and FEDEX.

##### Controlled inventory levels by conducting physical counts and reconciling with data storage systems.

##### Accomplished objectives by forecasting, preparing budgets, scheduling expenditures, and initiating corrective action.

##### Experience with P and L responsibility, owning and managing budgets and ability to create and maintain various management reports.

**Human Resources Specialist,** Department of Defense United States Army, San Angelo, TX, 08/1992 – 8/1996

* Work with soldiers who are eligible for promotion and arranged the promotion ceremony with the chain of command.
* Arranged for soldier's removal boards and handle disciplinary documentation when a soldier loses rank.
* Evaluated soldiers' career desires and qualifications for advanced assignments and prepared and processed requests for transfer or reassignment.
* Processed classification or reclassification actions.
* Prepared orders and request for orders.
* Prepared and maintains officer and enlisted personnel records.
* Prepared and reviewed personnel casualty documents.
* Monitored suspense actions. Initiates, monitors, processes personnel evaluations.
* Transferred records to the new home of record or new duty station.
* Processed personnel for separation and retirement.
* Processed and executed Personnel Service Center SIDPERS level procedures and actions. Process applications for OCS, warrant officer flight training, or other training.
* Processed recommendations for awards and decorations.
* Initiated action for passports and visas.

**EDUCATION & TRAINING**

* Bachelor of Arts in Business Administration - Georgia State University
* Master of Science in Human Resources Management – Troy University
* COVID-19 Contact Tracing Certification – John Hopkins University
* Josh Bersin Academy: Evaluating Equity, People as Competitive Advantage, Performance Management Reimagined, People Analytics, The Strategic HR Business Partner
* Proficient in MS Office (Word, Excel, PowerPoint, Outlook)
* HR Policy Design & Administration, Employment & Labor Law,
* Multi-State HR Support, Compensation Analysis, Supporting Talent Acquisition, ADA/FMLA
* People Soft, Kronos, Remedy, SAP, Oracle 11i, Job Application Systems (JAS), Uniphi, Human Resources Help Desk (HRHD), Lawson, SuccessFactors, 360 Degree Feedback, iCIMS and Canvas.

**REFERENCES**

Available upon request