

# ADDISON HARRIS

People Manager | Talent Development | Global Collaboration

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Los Angeles, California

## SUMMARY

Seasoned People Manager with over 10 years of experience in talent and organizational development, adept in designing transformative programs and fostering global team collaboration. Proven track record in mentoring initiatives and driving talent retention. Eager to contribute to high-growth environments that value entrepreneurial spirit and big-picture thinking.

## EXPERIENCE

### Global Talent Development Lead

#### InnovateX Inc.

06/2019 - Present Los Angeles, California

- Spearheaded the redesign of the onboarding process, integrating e-learning tools and social integration activities which improved new hire retention by 35%.
- Developed and executed a mentorship program connecting 200+ new hires with senior personnel, leading to a significant increase in cross-departmental collaboration.
- Implemented a centralized learning management system, delivering tailored content to global teams and increasing employee engagement metrics by 25%.
- Launched diversity and inclusion initiatives, resulting in a 20% rise in minority leadership representation within the company.
- Managed user research studies to iterate on talent development strategies, accommodating feedback from 1,000+ employees to enhance program efficacy.
- Facilitated international exchange programs for staff, which boosted intercultural competence and fostered a 15% annual increase in intracompany network growth.

### Senior HR Specialist - Talent & Organizational Development

#### TechSphere Solutions

03/2016 - 06/2019 Santa Monica, California

- Crafted a high-potential leadership program that identified and accelerated the progress of 50 emerging leaders within the organization.
- Managed a company-wide performance management system upgrade that streamlined the evaluation process for 2,500+ employees.
- Implemented a peer recognition program that increased employee satisfaction scores by 18% across all departments.
- Orchestrated large-scale training events, disseminating new company initiatives to a workforce of over 5,000, resulting in enhanced operational alignment.
- Coordinated multi-departmental efforts to establish a company culture committee, fostering a unified corporate identity.

### HR Business Partner

#### GreenTech Innovations

01/2013 - 02/2016 Irvine, California

- Developed a comprehensive workforce analysis protocol which improved HR decision-making by incorporating data-driven insights.
- Redesigned the employee feedback system, leading to a 40% increase in constructive feedback submission.
- Played a key role in the company's expansion, onboarding 100+ new staff members seamlessly into the organization.
- Liaised with senior management to develop KPIs aligned with business goals, which helped increase departmental output by 30%.

## EDUCATION

### Master of Science in Organizational Development

#### Pepperdine University

01/2011 - 01/2013 Malibu, California

## ACHIEVEMENTS



#### HR Innovation Award Winner

Recognized for my leading role in deploying an AI-driven analytics tool that improved talent retention by 30% at TechSphere Solutions.



#### Best Learning Strategy Implementation

Devised and led a digital transformation project for corporate learning at InnovateX Inc., enhancing workforce adaptability.



#### Top Speaker at Global HR Summit

Presented on 'Cultivating High-Impact Leadership in a Globalized World', sharing insights from my experience at GreenTech Innovations.



#### Mentorship Program Success

My designed cross-generational mentorship program received an Excellence in Practice Award, influencing industry practices.

## SKILLS

#### Talent Development

#### Organizational Development

#### Strategic Planning

#### Program Development

#### Performance Management

#### Data Analysis

## COURSES

#### Certified Talent Development Professional

Acquired from the Association for Talent Development, focusing on designing and implementing talent development programs.

#### People Analytics Certification

Course by Wharton Online, covering analytical techniques for HR data interpretations and decision-making.

## PASSIONS



#### Advocating for Entrepreneurial Growth

I am deeply passionate about supporting and participating in initiatives that empower high-impact entrepreneurship.



#### Continuous Learning and Education

Dedicated to personal and professional growth through continuous education, attending workshops and industry conferences.



#### Global Business Collaboration

Enjoy connecting with professionals across the globe to share knowledge and foster international business collaborations.