

Celeste C. Brantolino

1804 Le Mar Court
Lenoir, NC 28645

704.437.6115 (cell)
828.757.3077 (home)
celestec5683@gmail.com (email)

SUMMARY OF QUALIFICATIONS:

- Innovative, energetic, hands on Business Optimization Leader with a diverse and highly successful background leading companies to reach their full potential
- Award winning talent development professional; over 20 years of successful experience in facilitation, course design, curriculum development, assessment, and designing performance/competency-based training programs
- Seasoned corporate professional with outstanding leadership capabilities--a strategic thinker who plans and implements successful global strategies--Able to pick up complex processes quickly
- Experienced in business process improvement, change management/continuous improvement initiatives; career savings total more than 15 million
- Specialties: Instructor-led training, interviewing subject matter experts, training delivery, SCORM compliant eLearning curriculum development, PowerPoint, Articulate Studio and Storyline, Adobe Presenter, Audacity, Editing, voice over, ADDIE, DACUM, SCID

EXPERIENCE:

2016-Present **Vice President, Human Resources and Organizational Learning** 80 Acres Farms Granite Falls, NC

- Drove improvements in production and engineering via TPM, performance measurement, 5S, visual management, mistake proofing, standard work, six sigma, and other relevant tools
- Successfully executed the strategic management of organization-wide compensation and benefits, recruiting for multi-site facilities (c-level through hourly), organizational development, organizational effectiveness, change management and organizational design initiatives
- Partnered with local EDC to secure a \$250,000 North Carolina grant and county level jobs incentive grant
- Established and implemented comprehensive policy development, organizational structure, operating systems, and human resource functions with HR systems and processes
- Developed short/long-term operational strategies designed to bring cohesiveness to internal/external processes
- Performed needs-analysis and assessment to position the company for continued growth and market expansion
- Implemented performance management/compensation systems to drive organizational focus and performance
- Initiated and managed external vendor relationships; execute on contracts and invoices as appropriate
- Partnered with the operations team to align strategies, leverage best practices, and share resources
- Established HR function which included employee handbook, job descriptions to support quality recruitment efforts, job requisition forms, new employee orientation, exit interview procedures, internal job posting policies
- Worked with Sales Team to understand Voice of the Customer requirements and implement customer concerns back into engineering, production and quality functions
- Ensured compliance with legal requirements, including ADA, FLSA, FMLA, and EEO laws
- Launched 80 Acres University, which allowed for training to be scaled across 5 farms
- Led the Quality initiative, writing Standard Operating Procedures, Standard Sanitation Operating Procedures, Standard Work Instructions and Quality Policy
 - Achieved a 100% score on GAP/GHP food manufacturing audit
- Negotiated procurement contracts, saving over \$750,000

2015-2016 **Senior Manager, Learning & Organizational Development** Del Monte Foods Inc. Siloam Springs, AR

- Led the development, facilitation and management of organizational development, organizational effectiveness, change management and organizational design initiatives at the Whiskey Hollow and Turkey plants
- Managed the development of training materials (presentations, facilitator guides, participant guides, job aids)
- Supported succession planning and organizational excellence activities by maintaining employee skills data bank
- Established and maintained departmental curriculum maps
- Supported corporate training requests

2013-2015 Training & Development Manager *Tyson Foods (Formerly AdvancePierre Foods)* Claremont, NC

- Created the training & development strategy for a 3 billion dollar a year food manufacturing company
- Rolled out new hire training for plant operations; ensured a successful 30/60/90 day launch plan to successfully ramp up new team members-improved training compliance from 18.7% to 99.8%
- Conducted organization needs assessments to determine long-term strategic learning solutions
- Implemented "time on task" studies to drive to efficiencies and improve performance against identified KPI's
- Launched Standards of Work documentation process for all functional areas; these were used as the basis for all technical training
- Organized and led cross-functional teams to identify program and process gaps, used Lean and Six Sigma tools/methodologies to close these gaps, driving over \$8MM in confirmed savings between 2014-2015
- Planned, developed and provided staff development programs for cGMP, SQF, ERP, task competency, change management, leadership, safety, & quality assurance which reduced production down time by 35%, reduced employee turnover by 40% and increased employee satisfaction ratings 78%.
- Cited, as a point of excellence, in annual SQF audit
- Received APF "People Excellence Award" at AdvancePierre Foods National Sales Meeting

2005 – 2013 Senior Instructional Designer *Schneider Electric* West Kingston, RI

- Played key role in the launch of Energy University, Data Center University as well as Energy & Solutions University
- Created over 115 engaging eLearning/ILT modules and courses for customer learning and development—these courses led to an average of 9.7 million (US Dollars) in potential revenue annually for Schneider Electric
- Customized LMS to deliver internal and external SCORM compliant training to over 10 thousand users annually
- Managed vendor relations to ensure externally sourced training deliverables were on-time and under budget, while adhering to strict creative standards; managed translation process for delivery to a world-wide audience
- Performed GAP analyses/needs assessments, determined/refined learning objectives, researched/organized source content into logical learning sequences in order to produce engaging eLearning and ILT courses
- Worked with individual SMEs as well as teams of SMEs to derive course objectives, content, scripting and imagery
- Cited for excellence in 2006, 2009, 2011, 2012, received bonus award 2006, 2008, 2009, 2010, 2011, and 2012
- First Place Winner Schneider Electric One Campaign for Global Functions ~ Solution Provider ~ Energy University

1995 - 2005 Consultant *Corporate Training & Development* Providence RI

Contract consultant, responsible for conducting industry occupational analyses. These were used to develop recruitment competencies, performance indicators, competency-based training & development programs, leadership training, succession planning tools, pay for skill, and performance based degree programs.

- Collaboratively defined and measured core competencies within each functional area--provided an assessment of resources available versus goals to be achieved; and provided input regarding the best use of existing resources
- Proactively identified deficiencies in competence and implemented training program to eliminate deficiencies
- Conducted a skills "gap assessment"; devised individual competency goals

1995 - 2005 Director of Curriculum Development/Career Development *Johnson & Wales University*, Providence RI

- Oversaw the university wide curriculum development process
- Completed occupational/task analysis process for over 75 academic programs including Management and Leadership
- Cited for excellence 1997, 2002, received bonus award 2001, 2002, 2003, 2004, 2005

EDUCATION:

THE OHIO STATE UNIVERSITY Center for Education and Training for Employment Columbus, OH
Certification **Systematic Curriculum and Instructional Design** 1999
Masters Level Certification **Developing a Curriculum** 1998

JOHNSON & WALES UNIVERSITY Providence, RI

Master of Business Administration **International Business Management** 1993

Bachelor of Science **Education** 1991

LinkedIn Profile: <https://www.linkedin.com/in/celestemillerbrantolino/>