

REGIONAL HR BUSINESS PARTNER

Human Resources Professional

Executive Profile

Business-savvy, results-driven, and solutions-oriented HR executive, offering 16-year career in human resources distinguished by commendable performance in developing, spearheading, and maximizing performance of both individuals and teams. Known for driving change and championing corporate values, vision, and mission. Articulate communicator, fully bilingual in English and Spanish, with proven ability to diffuse highly charged situations by quickly responding to human resources issues and providing executive-level support to both the management and staff. Demonstrated success in orchestrating initiatives that address today's business challenges to attain revenue goals, control expenses, satisfy customers, and attract/retain talent while achieving business and profitability objectives.

Core Competencies

- Change Management
- Benefits Administration
- Succession Planning
- Organizational Development
- Leadership Development and Coaching
- Infrastructure Development
- Operations and Workflow Optimization
- Conflict Resolution

Professional Experience

01/2012 to Current

Regional HR Business Partner Company Name - City , State

110-year old manufacturing company with an iconic brand. Report to one of the 4 Regional Vice Presidents of the company. Work with regional business leaders in providing innovative HR solutions to make business strategies actionable. Provide progressive HR guidelines, while ensuring that all HR programs are in accordance with the business needs, local labor laws and culture. Partnered with the Performance and Growth, Total Rewards and Harley-Davidson University Centers of Excellence (COE), as well as with the executive management, in executing agreed strategic plan in support of organizational programs. Effectively engage HR Generalists in the LA Region to establish HR strategies designed to optimize human resources within their business areas.

- Analyzed the business' talent needs and participate in establishing work unit plans and performance measures within the region.
- Administered annual regional HR budget of over \$160K and organized annual leadership conference for the entire region.
- Successfully led and implemented company HR processes within all regional offices such as performance management system, Global Tuition Program, Gallup Engagement Surveys, Leadership Trainings, and Employee Purchase Plans resulting in 2nd highest company engagement scores in 2012 and 2013.
- Achieved 100% hiring goals while maintaining the lowest recruiting cost of all regions.
- Reorganized and aligned all market positions within the subsidiaries at a savings of \$2.3M a year from the total SG & A budget.
- Developed and implemented the company Immigration Policy while changing to a new immigration process provider which reduced the process time by 45% while saving an average of 25% per visa filed.

01/2008 to 10/2011

HR Manager Company Name - City , State

Responsible for the development and implementation of corporate HR plans and policies in support of the business plan, while ensuring HR regulatory and legal compliance. Carried out a broad range of HR functions, including employee recruitment and training, benefits administration, as well as overseeing disciplinary action and managing HR records.

- Conceived and developed a series of innovative HR programs, service and leadership initiatives, including comprehensive supervisory training and performance-based incentive compensation programs.
- Successfully established and maintained a strong functional HR team through effective training, coaching, planning, and team building.
- Restructured benefits program by consolidating providers and renegotiating contracts, successfully maintaining benefit costs to only a 1% increase in premium from previous year and saving the company over \$70K.
- Cited as the driving force behind a 35% reduction in payroll processing liability and for identifying over \$300K payroll savings through implementation of an integrated ADP HRIS System.
- Recognized for achieving voluntary turnover rate of 3% and for introducing new employee orientation and individualized training, resulting in 97% satisfaction record.
- Led all succession planning initiatives, resulting in projected reduction of hiring expenses by approximately 30% over the next 5 years.

09/2007 to 09/2008

District HR Manager Company Name - City , State

Inspired and retained a high-performing diverse workforce for the district, building upon the foundation of success as key member of the store management team, Administered effective management and execution of learning, career development, employment practices, recognition and reward, staffing, performance management systems, and compliance programs, while fostering a positive associate relations environment.

- Conducted thorough employee investigations in alleged reported cases of sexual harassment, discrimination, criminal and policy violations which resulted in a reduction of 35% employee lawsuits filed within the district.
- Pioneered all initiatives to monitor and manage all performance reviews for department supervisors and hourly associates, including rating, written reviews, and pay increases input.
- Yielded \$350K district-wide reduction in recruitment expenses through spearheading internal recruitment function.
- Successfully achieved 100% monthly completion of associate training and development, 401K enrollment, and fulfillment of AAP Goals for the district.
- Acknowledged for driving the reduction of sexual harassment claims by as much as 20% within first 6 months of training.

01/1999 to 01/2007

HR Manager Company Name - City , State

Provided consultative direction for ground floor HR infrastructure and organizational efficiency of start-up company for multiple, high-profile client projects, such as Panasonic, LeapFrog, and AIG. Oversaw the development of compensation functions including job analysis, salary administration, and job evaluation system as key business partner of leadership team.

Education and Certifications

2005

Master of Science : Leadership/Management NOVA SOUTHEASTERN UNIVERSITY - City , State
Leadership/Management

1997

Bachelor of Arts : Human Services ST. THOMAS UNIVERSITY - City , State Human Services

2013

Continuing Education/coursework:

- PROJECT MANAGEMENT METHODOLOGY ASSOCIATE CERTIFICATE
- SIX SIGMA YELLOW BELT CERTIFIED
- Code of Business Conduct Training
- Anti-Bribery & Anti-Harassment Training

Professional Affiliations

- Society for Human Resources Management (SHRM)
- Florida Human Resource Planning Society (FHRPS)
- Greater Miami Society for Human Resources Management (GMSHRM)

Technical Skills

PeopleSoft, Microsoft Office Suite, ADP, and SAP

Languages

Bilingual: Spanish/English