

BOB LOBLAW

Human Resources Leader

PROFESSIONAL SUMMARY

Results-driven Human Resources leader with eight years of experience in talent planning, coaching and development, recruitment, retention, compensation, and legal compliance. Committed to protecting the corporate vision and values while producing an engaged team.

CONTACT

555.123.4567

Anywhere, USA

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EDUCATION

Bachelor of Arts | Sociology
Milford Academy University
Anywhere, USA

AWARDS

HR Business Partner of the Year
(of 27 peers in the region)
Bluthe Company, 2018

HR Professional of the Year
(of five peers in the district)
Bluthe Company, 2018

SKILLS

Full Cycle Recruiting
Coaching and Corrective Action
Behavioral Interviewing
Orientation and Onboarding
Diversity/ADA Compliance
ER Investigations
EEO & OFCCP Compliance
Leave of Absence/FMLA

EXPERIENCE

Human Resources Business Partner

Bluthe Company | Anywhere, USA | 2015-2019

- Implemented recruiting strategy to staff building to 100% of goal or better every year
- Reduced turnover from 348% to 202% (goal of 205%)
- Identified talent to staff leadership positions in startup location to 100%
- Trained managers at all levels in the district in key HR competency for:
 - Employee Performance Management, Coaching & Corrective Action
 - Sexual Harassment Management
 - Select International Situational Interviewing
- Successfully on-boarded external District HR Manager
- Prepared high-level staffing outlook plan for FY 17 for District and presented to Regional Vice President
- Directed 136 outreach activities in FY 18 (#3 in the company) to fulfill FedEx's commitment to a diverse workforce
- Prepared equitable compensation offers for internal promotions and external (exempt and nonexempt) hires
- Resolved employee relations concerns and HR investigations with urgency
- Strategically managed recruiting budget, eliminated unproductive spending and focused resources on high-result efforts
- Demonstrated knowledge of HR practices, guidelines and regulations to support the organization and mitigate risk