**ANGELA BARCENAS, SPHR- MPA- SHRM SCP**

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**QUALIFICATIONS**

Highly experienced working on both Strategical and Tactical roles to translate business vision into HR initiatives. Proficiency working with all organizational teams including C-levels. Trained to work on fast paced and constantly changing environments to gain efficiency and apply new trends. Experienced working with Latin America-US-Europe HR strategies. Bilingual English-Spanish.

**EXPERTISE & ACHIEVEMENTS**

* Change Management: Successfully aligned executive leadership of GroupM and its 5 media agencies to execute new operational business model. Led HR function to guarantee business continuity through execution of workforce integration, organization redesign and workforce reduction plans.
* Workforce Planning and Expansion: Organizational planning and design according to revenues and investments per client.
* Employee Relations: Led executive leadership team to follow outside counsel and WPP legal team recommendations on highly sensitive employment legal issues to mitigate risks. Litigations avoided during a workforce reduction process.
* Global Mobility and Relocation: Successfully managing relocations of the Head Quarters executive team from Europe and Latin America to US. Authorized point of contact with immigration attorneys and USCIS to administer L Blanket Visa program, company sponsored visas and Green Cards.
* Diversity and Inclusion: Manage multicultural initiatives to promote inclusion for minorities and cultural awareness.
* Compliance Culture and SOX Controls: Designed HR processes to respond to internal and external audits. Introduced SOPs for the HR department and created a function within HR to oversee compliance processes.

Promoted the STOP, THINK, CONSULT global culture of compliance to avoid corporate risks.

* Employee Evaluation: Rolled over 360 Degree evaluation platform across the companies. Introduced a culture of continued performance management and feedback.
* Multi-site HR Management: Guaranteed HR presence at all company sites in US (New York-New Jersey-Houston-California-Washington DC and South Florida).
* Recruitment: Streamlined full cycle of recruitment process to reduce time-to-hire from 45 to 26 days.
* M&A Due Diligence: Led HR analysis before the acquisition of Avianca Express and subsequent integration to Avianca Holdings. Supported cultural compatibility and talent impacts.
* Compensation: Managing executive compensation, Short-Term & Long-Term Incentive Bonuses-Stock Options- Variable compensation. Created salary ranges per position across the agencies.

**PROFESSIONAL EXPERIENCE**

***HUMAN RESOURCES DIRECTOR-GROUPM* (Part of WPP Group, World’s largest Media and Advertising group) February 2016- Present**

Serve as strategic Business Partner with direct report into CEO and CFO to design and execute business transformation. Create and promote a culture of high performance and teamwork environment among five media agencies under GroupM leadership.

* Leading 150+ professionals at all organizational levels to provide HR strategic guidance and provide front line presence on any HR issues.
* Provided recommendation and guidance to C-Suite and upper management level on the best course of action on sensitive labor relation cases, employee development, talent management and compensation.
* Lead and control staff costs and budgets for finance month-end closings.
* Act as liaison with Global on managing payroll reporting and reconciliations for the local agencies and Regional Head Quarters.
* Created, Budgeted and implemented an employee engagement plan to create a corporate culture that promotes employee learning and team work.
* Oversee governance and ethics to comply with internal policies and Global SOX initiatives.

***SR. HR CONSULTANT -AMARENA CONSULTING (Independent) January 2015- February 2016***

Provide HR consultative support to small businesses on Career Development, Leadership Coaching and Recruiting. Planning and Execution of trainings for managers to help them develop their interviewing skills to properly identify valuable talent.

Developed one on one career coaching sessions with senior professionals looking for a career change or about to pursue a job change.

***HUMAN RESOURCES BUSINESS PARTNER -AVIANCA AIRLINES (Star Alliance Member) May 2010 - November 2014***

Served as strategic and consulting partner to all business units in the US on the implementation of HR initiatives such as Workforce Planning, Organizational Development and Performance, Compensation, Labor Relations, Change Management and Leadership Development.

* Implemented of a new organizational culture under the Great Place to Work Institute standards.
* Responsible for the HR strategy of 500+ exempt, non-exempt, technical, seasonal and outsourced employees.
* Performed as key change leader in the transition to new benefits system to integrate six companies after merge.

***HR CASE MANAGER- LUTHERAN SERVICES FLORIDA (Recruiters Team Leader) 2004***

***TO 2009***

Promoted to this position to coordinate, monitor and guide a team of 4 Employment Specialists.

Accountable for budget administration of employee placements.

* Developed and analyzed statistical information with customer satisfaction surveys to identify hiring trends in the market.
* Provided Employment and career counseling to clients in employment laws and regulations in the US (FMLA-FLSA-OSHA-EEO)

***EMPLOYMENT SPECIALIST (Recruiting and Placement) LUTHERAN SERVICES FLORIDA June 2002 to Dec. 2004***

Responsible designing and implementing Recruitment and Placement strategies for clients entering into the labor market of non-exempt employees.

* Determined applicant requirements for different clients’ jobs by analyzing job descriptions and qualifications required for the jobs.

**EDUCATION**

* **FLORIDA INTERNATIONAL UNIVERSITY –**Master of Science in Public Administration 2005
* **Los Andes University-** Bachelor’s in Political Science
* **PONTIFICAL JAVERIANA UNIVERSITY –** BS in Mass Media Communication

Major in Organizational Communication (Colombia)

**TRAINING AND DEVELOPMENT**

* SPHR (SENIOR PROFESSIONAL IN HUMAN RESOURCES) Since 2014
* Society for Human Resources Management -SHRM (Member) and HRABC (Broward County)
* Trained as Facilitator and Coach in the new organizational culture initiatives➢ Trained in Team Building activities oriented to employee engagement initiatives
* Trained in Competency Based Selection Process

**TECHNICAL SKILLS** Oracle - ADP - BrassRings – Jobvite – DISC tests -LinkedIn Learning