**LINDA NOSKEWICZ**

St. Johns, FL 32259 Cell: (516) 491-6876

E-mail: [Lindy.ODevtpro@gmail.com](mailto:Lindy.ODevtpro@gmail.com)

**HUMAN RESOURCES & ORGANIZATIONAL DEVELOPMENT PROFESSIONAL**

Seasoned and proactive HR & OD expert, change agent, and advisor. Acknowledged for building and refining organizational capabilities through hands-on work, process development, employee relations, and talent management, propelling savings and productivity. Prolific researcher and strong record of accomplishment in planning, implementing and executing strategic initiatives; rapid delivery of cost controls through focused goal-setting and creative troubleshooting.

**PROFESSIONAL STRENGTHS**

|  |  |  |  |
| --- | --- | --- | --- |
| Employee Relations | HR Law (federal/state) | Strategic Planning |  |
| Compensation/Benefits | Performance Management | Attraction/Retention |  |
| Training Design/Implementation | Corporate Communications | Policies/Procedures |  |

**EXPERIENCE**

**O.P. Industries of North America**  **2013 – present**

*Director, Human Resources/Organizational Development (Long Term Contractor)*

**Overview:** Effectively plan, design, and develop HR-related initiatives in support of strategic goals; driving collaborative and “fearless” organizational culture; consulting executive management on strategic staffing plans; advising managers on employee relations issues; overseeing specialists’ work

* Employee Relations – successfully overseeing employee relations, resolving conflict, conducting investigations, and advising managers on HR law (HIPAA, AA, ADA, FMLA); and implementing processes, procedures, and legal policies accordingly
* Organizational Development –participating in strategy development by conducting scenario analyses, change readiness assessments, “atmospheric surveys,” and developing strategic employee communications plans to align employees with corporate objectives
* Performance Management – coordinating company’s workforce to best use talent through bench-strength analysis, full employee lifecycle, from onboarding and creating clearer employee development and career pathing structures to overhauling performance appraisal system, streamlining core competencies, implementing tools for e-learning/LMS, and initiating dual career ladders
* Talent Attraction/Retention – compensation assessment, establishing competitive salaries, building total rewards programs, developing best-in-class reputation, and developing holistic grooming system to include rotational assignments, executive mentoring, leadership development, executive MBA opportunities, and one-on-one executive coaching

**InterDigital Communications**  **2002 – 2012**

*Senior Manager, Learning & Organizational Development*

**Overview:** Built the organizational development function to respond to management on bench strength, succession plans, and knowledge gaps; provided employee relations consultations; presented individual development plans & coaching; oversaw effective change management frameworks; delivered high quality learning experiences for executives and a matrixed engineering organization

* Designed company-wide change readiness programs during organizational RIFs, reducing lulls in productivity; created and conducted on-boarding processes to accelerate assimilation and productivity during peak hiring periods and restructuring through M&As
* Streamlined and linked corporate competencies to performance review process; created rewards programs and compensation bands; and managed recruitment efforts, screening, hiring, and terminations
* Reduced expenditures by $1.5 million by pursuing remuneration for international workforce development programs; negotiated and executed contracts and major vendor agreements with a seasoned approach; and saved $150K annually through cross-training internal resources to replace outside consultants in multiple development programs
* Spearheaded organization’s firstdiversity council resulting in stronger exposure for female employees in a traditionally male-dominated industry

**McAlinden Associates,**  **1998 – 2002**

*Consultant*

**Overview:** Providing communication strategies for clients in management positions for the effective delivery of information & presentations; conducting development programs for senior executives in various industries, including telecommunications, banking, food & beverage, and pharmaceutical

* Coordinated and facilitated development programs in North & South America, Europe, and Asia; selected to head teams in coordinating and conducting programs in Mexico, Brazil, and Argentina; developed strong cross-cultural expertise through extensive work in South Korea, Japan, Switzerland, Sweden, Netherlands, Germany, U.K., and Central & South America

**EDUCATION, CERTIFICATIONS, & OTHER**

Executive MBA Frank G. Zarb School of Business at Hofstra University, NY

MA—English University of Texas, El Paso

BA—Communications University of Texas, El Paso

Certifications: Center for Creative Leadership - 360 Benchmarks Assessments

American Management Association - MBTI & FIRO-B

Linkage, Inc. – Executive Coach & Leadership Development

William Bridges Transition Management

Learning Tree International – Change Management Certification

DDI facilitator

Member: SHRM and Beta Gamma Sigma

Computer: Expert in MS Suites: PowerPoint, Excel, Access, & Publisher

Proficient in Articulate, Oracle, & Captivate