**JOHN D. BRANT**

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**Summary**

A highly strategically-minded and collaborative **senior human resources executive** with expertise in employee/community relations, culture transformation, talent management, and diversity. Demonstrated administration experience in facility relocation, site selection/development, real estate, startup operations, M&A integration, and change management. Leverages expertise in human resources policy/restructuring, customer relations, corporate communications, continuous process improvement, and labor analysis. Works closely with business leaders to develop and implement effective human capital strategies to address organizational needs. Develops strategic partnerships with community and non-profit organizations to enhance and model corporate philanthropy.

**Experience**

MASSEY LAW GROUP, P.A. Tampa, Florida

**Chief of Staff/Firm Administrator** 2018

**Human Resources and Administration**

Hired to develop and build-out new 12 attorney boutique law firm from the ground up which offers a new approach for the delivery of legal services. Developed IT and back office systems for go live date of July 2018. Developed accounting and human resources processes for firm. Served as coach to CEO and 15 person staff. Negotiated contracts for administrative processes. First year billings expected to gross in excess of $1 million.

PATRIOT NATIONAL, INC. Fort Lauderdale, Florida

**Executive Vice President** 2006-2017

**Human Resources, Administration, and Community Relations**

Hired to organize and develop human resources function for a privately held workers’ compensation insurance company that grew into two insurance companies (one privately held and one publicly owned) and 19 insurance-related service businesses ($500 million). Managed and oversaw construction of company headquarters and new field office locations to support exponential company growth. Assisted CEO with planning and executing changes in senior management. Served in additional leadership roles and responsibilities in corporate communications, administration, and community relations. Developed employee orientation and employee separation feedback programs. Instituted annual employee benefit surveys and used feedback to make adjustments to benefit programs. Implemented corporate severance program for impacted employees. Led executive diversity and executive conflict negotiations.

**Talent Acquisition/Management & Cultural Transformation**

* Overhauled employee benefits and compensation programs to attract high-quality talent to organization.
* Supported Underwriting, Sales, Accounting, Finance, Administration, Executive, Investigation, Audit, and Case Management departments.
* Reduced employee turnover from 20% to less than 1% within 36 months.
* Instituted employee recognition program and company subsidized benefits including free lunch or subsidized vending (snack) programs to reduce employee time-away from work.
* Evaluated employee benefit programs and streamlined 19 different company programs into one comprehensive benefit program.
* Created various programs and policies including:
  + Travel/expense and relocation programs.
  + Facility remodeling specifications.
    - Negotiated master corporate contracts on all administration and building expenses.
* Developed and formalized employee handbook/manual to reset employee expectations and performance.
* Increased employee morale and received recognition as one of the preferred employer organizations in South Florida.

**Corporate & HR Development**

* Oversaw company growth from 35 to over 1,400 employees which included 19 subsidiaries.
* Overhauled entire Human Resources function. Grew HR team from 1 to 12 individuals.
* Evolved Human Resources from transactional into strategic department.
* Developed employee feedback mechanisms, coupled with employee communication meetings, building credibility within the HR and Senior leadership teams.
* Created HR dashboard metrics and reported on a monthly basis to senior management.
* Negotiated space/rental agreements for all locations.
* Led site selection for all new offices.

**Community Involvement**

* Recognized as fifth-largest donor of funds to South Florida non-profit community through development of a successful corporate philanthropy model.
* Served on the boards of six South Florida non-profits. Actively challenged organizations on best practices.
* Managed fundraising galas for American Heart Association for 4 years that raised over $3.5 million for charity

**Additional Experience**

CORDIS CORPORATION (formerly a Johnson & Johnson Company), Miami Lakes, Florida, **Director, Human Resources,** 2002-2006. Helped reenergize and rebuild human resources function. Developed collaborative relationships between business units and corporate organization. Led development of employee communications strategy and programs. Developed diversity strategy and affinity groups as well as enhanced recruiting efforts. Rebuilt training and charitable/community relations programs. Improved Credo (employee satisfaction) results by 20%. Increased employee giving for United Way by 35%.

* Developed corporate employee quarterly meetings worldwide and led meetings over six time zones.
* Created employee reduction in force (RIF) program. Trained management on best practice in execution of RIFs
* Redeveloped corporate training model from force feed to employee election
* Designed consistent Hurricane Preparedness Plan for all Johnson & Johnson Florida locations.

PEOPLESOFT, Inc., Atlanta, Georgia and Chicago, Illinois, **Director, Human Resources, Midwest Region,** 2001-2002; **Director, Human Resources, Southeast Region,** 2000-2001. Reestablished regional human resources function. Instituted strong performance and developmental management programs. Focused on coaching/counseling senior management team. Built organization sensitive to employee relations.

IBM, Atlanta, Georgia, **Professional Development Manager,** 1999-2000. Created human resources strategic and collaborative business relationship within consulting organization. Developed stronger recruiting and retention efforts. Enhanced focus on professional and certification development. Administered performance and salary/incentive plans.

GEORGIA-PACIFIC, Atlanta, Georgia, **Human Resources/Training Operations Manager,** 1997-1999. Oversaw employees within IT, human resources, and finance. Managed staffing of IT positions in critical short supply. Grew team from 50 to 120 professionals. Reduced human resources/IT (HRIT) turnover from 35% to 18%. Facilitated internal/divisional change management training.

**Human Resources Business Analyst,** 1996-1997. Served as human resources generalist of HRIT and partnered with consulting organization to assist in design/development of human resources service center. Designed and rolled out new customer service culture. Acted as consultant for training design/delivery and change management workshops.

**Documentation and Training Specialist,** 1994-1996. Managed training methods and educational programs, such as conferences, meetings, and human resources workshops attended by over 250 individuals. Developed first company-wide payroll/human resources training conference. Streamlined new employee orientation process.

**Senior Internal Auditor,** 1990-1994. Served as corporate representative to domestic/international branch offices to analyze, identify, and document systems of financial/operational controls.

Federal Deposit Insurance Corporation (FDIC), Washington, DC, **Senior Assistant Examiner,** 1989-1990. **Assistant Examiner,** 1988-1989.

**Education**

Marshall University, Huntington, West Virginia

**BBA, Economics,** 1988

**Affiliations and Certifications**

SHRM (Society for Human Resource Management) | Association for Talent Development (ATD)

HR Generalist Certificate, SHRM | Advanced HR Generalist Certificate, SHRM

**Community and Civic Leadership**

American Heart Association, Former Board Member | Tomorrow’s Rainbow, Inc., Board Member

Winterfest, Board Member | Nat King Cole Generation Hope, Inc., Former Board Member

Riverwalk, Broward County, Former Board Member | SoBAP (South Beach Aids Project), Former Board Member

Miami-Dade Arts Council, Former Board Member