**Marla Jones-Newman**

303-549-1239 (Cell); [marlajnewman@hotmail.com](mailto:marlajnewman@hotmail.com); LinkedIn www.linkedin.com/in/marlajonesnewman

**PROFESSIONAL SUMMARY**: An Equity centered leader who partners with Executive Teams to develop internal growth, expand/build people, and process capabilities, create/drive a culture of continuous improvement and operational excellence, and strengthen the business alignment of the HR function.

**SELECTED SKILLS:**

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| --- | --- | --- | --- |
| Collaborative | Coaching/Counseling | Talent Management | Change Management |
| Leadership | Strategic | Training/Development | Business Acumen |
| Workforce Planning | Employee Engagement | Retention | Diversity Equity & Inclusion |

**PROFFESSIONAL EXPERIENCE**

January 2022 – present- **Mother Jones**

Mother Jones is a national wide, award winning, progressive American magazine that focuses on news, commentary, and investigative reporting on topics including politics, the environment, human rights, health, and culture for over 185,000 subscribers.

**Vice President, People & Culture**

*HR Programs*

* Created and implemented college internship programs at HBCUs and HSIs.
* Develop and implement strategic and tactical plans for optimizing all aspects of Human Resources to increase employee engagement and desirable retention.
* Implement plans/tactics to ensure the people first culture reflects progressive, contemporary, collaborative, high performance characteristics that lead to greater levels of employee engagement and accountability.
* Provide guidance and support to the executive team and senior leaders on performance management and employee relations issues, including employee and organizational development, training, and organizational planning, change management, etc.
* Lead and develop HR team for continuous improvement and professional growth to build organizational capability.
* Provide leadership for core HR processes delivering HR excellence in recruitment, compliance, compensation, benefits, and employee relations.
  + Created, executed, and implemented standardized on and off boarding.
  + Created, updated, and implemented policies and procedures.

*Organizational Design & Collaboration*

* Work closely with the leadership team to evolve the organization structure.

July 2020 to December 2021– **Mile High Early Learning Centers**

Mile High Early Learning is Denver’s oldest and largest provider of subsidized quality early childhood care and education — serving thousands of Denver’s most under-resourced children every year since 1970. MHEL has six (6) locations throughout Denver providing services for over 1,000 diverse families.

**Director of Human Resources**

* Slashed payroll/benefits administration costs by 30% by successfully negotiating new negotiated pricing fees, while ensuring the continuation and enhancement of services.
* Developed and implemented new employee orientation.
* Established communication programs to update employees and management on new programs and changes within the organization.
* Updated and implemented employee handbooks to keep them in compliance and current
* Developed and implemented recruiting program, including Internet recruiting, that increased BIPOC representation in the candidate pool.
* Manage, hire, and train HR staff.
* Partner with Leadership team to develop and deliver HR strategy.
* Plan, evaluate and implement HR policies, procedures, and programs.
* Provide support to staff regarding performance management, employee relations, and recruiting.
* Benefits Administration which includes plan design, open enrollment, etc.
* Provided coaching, support and influence that enable key clients deliver effectively their people plans.
* Utilized strong employee relations skills, successfully completed numerous workplace investigations in addition to coaching and counseling managers and employees regarding outcomes and/or changes.
* Created and implemented exit and stay interviews, analyzed the data used to improve recruitment process to reduce turnover and implemented HR initiatives to improve retention.
* Provide HR related metrics to the management staff for the purpose of monitoring and improving employee performance. Some key indicators should include but not be limited to: Attendance, training, turnover, job satisfaction.

October 2018 to March 2020 **– ICWG, Inc. (*COVID-19)***

Based in Centennial, Colorado and London, England, International Car Wash Group is the world’s largest local car wash conglomerate washing more than 35 million cars a year through a network of more than 890 locations in 14 countries across Europe, the U.S., and Australia.

**Director, HRBP**

* Hired, managed, and trained Regional HRBPs.
* Partnering with Safety Lead, created and implemented Safety Leadership program leading to increased engagement and higher safety training scores.
* Led efforts to reduce turnover in region as well as US.
* Effectively managed the people integration during acquisition process, including but not limited to change management initiatives.
* Utilizing new sources, recruited for professional and management positions.

October 2015 to May 2018 – **Manheim Denver *(Other employment)***

With 20,000 employees in 122 operating locations around the globe, Manheim is the world’s leading provider of vehicle remarketing services. Manheim registers nearly 7 million used vehicles annually and facilitates transactions representing almost $46 billion in value.

**HR Manager**

* Increased employee engagement scores from 69% to 80% YOY.
* Reduced workers’ comp claims YOY by 60% saving $400K.
* Reduced turnover by 56% YOY.
* Increased minority males hired YOY by 18% by including diverse sources.
* Supported over 400 employees as well as temporary workers.
* Designed high-performing strategies and executable solutions to support organizational design, performance management, recruitment, compensation, leadership development and employment engagement.
* Reduced policy loss/good will dollar amounts by analyzing financials and correcting underperformance.
* Reconstructed new hire orientation to include safety.
* Utilized workforce analytics to determine future needs and created talent pipelines.
* Built strategic working relationships with managers and leadership team. Sought and shared information and use appropriate influence strategies to gain genuine commitment.
* Create, facilitate, and provide educational sessions on a variety of “people management” topics. Followed up on training to ensure understanding and implementation of key themes.
* Developed managerial talent assessment capabilities. Educated and assessed managers on behavioral based interviewing.

March 2013 to October 2015 – **Canary, LLC *(Other employment)***

Operating in 29 locations throughout the US, with revenues of over $100M and approximately 400 employees, Canary is the largest and most experienced national provider of oilfield service needs.

**Director of Human Resources**

* Directed, managed, and developed a highly motivated professional Human Resource staff while supporting 400 employees.
* Executive Leadership Team member delivered results aligned to strategic business plan, including treating HR as a profit center.
* Assimilated various companies into the culture, business, and performance processes at over 29 locations.
* Reduced turnover by 60% year over year.
* Reduced unemployment claims cost 20% year over year through management training in documentation and hiring. Created and implemented manager performance metrics and goals.
* Achieved positive resolutions in EEOC, OSHA, and various state labor boards. (100% success rate with EEOC).
* Implemented medical plan design changes, kept cost increases to a minimum and offered a comprehensive benefits plan which were tied to recruitment and retention initiatives.
* Created and implemented management-training program for new and seasoned managers.
* Created and implemented various HR initiatives, for example, engagement survey, HR metrics leading to better operations metrics, etc.

**EDUCATION:** BA: Political Science and Economics - Loyola University, NOLA

**PROFESSIONAL ASSOCIATIONS:** SHRM, Advocacy Captain; Mile High SHRM

2022 Maynard 200 Fellow

**ORGANIZATIONS:** Board Member of Girls, Inc., NABJ, Treasurer of CABJ