

Vanessa Ford

STRENGTHS

🔧 Strategic HR Planning

Led a 5-year strategic HR planning initiative at a major corporation, positively impacting 5000+ employees.

★ Employee Engagement Champion

Improved employee engagement scores by 17% by implementing innovative policies and wellness programs.

✓ Change Management Expert

Successfully led the cultural transformation project post-merger, effectively harmonizing the work culture of two diverse entities.

SKILLS

Strategic HR Management ·

Employee Relations ·

Performance Management ·

Organizational Development ·

Change Management ·

Project Management

CERTIFICATION

Strategic HR Leadership

Executive Education Program from Harvard Business School

Organizational Development and Change Management

Advanced Certification Program from Cornell University

PASSIONS

🏆 Creating Positive Work Culture

I enjoy creating policies and programs that make workplaces happier and more productive.

VP, Employee Success | HR Strategy | Innovation

@ help@enhancv.com [linkedin.com](#) [Indianapolis, Indiana](#)

SUMMARY

Dedicated HR professional with over 15 years of experience leading strategic initiatives and increasing employee engagement. Proven expertise in change management and organizational development, with a track record of excellent results in reducing grievances, improving retention, and enhancing productivity. Eager to leverage my skills and experience to further drive success in a mission-driven organization.

EXPERIENCE

Director, Employee Relations

2015 - Present

Roche Diagnostics

Indianapolis, Indiana

Strategically spearheaded employee relations department.

- Implemented new processes that resulted in a 20% reduction in employee grievances.
- Led diligence process for an M&A, seamlessly integrating 200 employees.
- Orchestrated the successful launch of a unique employee wellness program benefiting 1000+ employees.

Senior Human Resources Manager

2010 - 2015

Eli Lilly and Company

Indianapolis, Indiana

Contributed significantly to the HR framework through a blend of strategic and operational roles.

- Steered the implementation of an effective performance management system, improving productivity by 12%.
- Enhanced employee retention rate by 15% through robust employee engagement programs.
- Led HR alignment activities during a significant company restructuring.

Human Resources Specialist

2005 - 2010

Zimmer Biomet

Warsaw, Indiana

Played a key role in setting up human resources policies and procedures.

- Successfully onboarded an average of 50 new employees per quarter.
- Boosted recruitment efficiency by 20% by revamping recruitment and selection processes.
- Initiated several employee recognition programs driving morale and cultural alignment.

EDUCATION

Master's Degree in Human Resource Management

2003 - 2005

Purdue University

West Lafayette, Indiana

Bachelor's Degree in Psychology

1999 - 2003

Indiana University Bloomington

Bloomington, Indiana

LANGUAGES

English

Native



Spanish

Advanced

