

REGIONAL HR DIRECTOR

Summary

Counseling, Mentoring Safety/Loss Prevention, Workers Comp, CAL-OSHA Policy and Legal Compliance -Multi- state, Multi-site - FMLA/CFRA/PDA ADA, ERISA, OSHA, HIPAA, COBRA, etc. Management Training & Development Instructor / Facilitator HR Audits; Surveys; Handbooks HRIS Integration & Conversions Licensed: Leadership & Team Building Assessment

Skills

- Senior Strategic HR Business Partner that drives client organizational success through business objective alignment and development of Human Talent and Culture.
- TIME WARNER CABLE; now acquired by CHARTER COMMUNICATIONS
- VICE PRESIDENT OF HUMAN RESOURCES
- PAC WEST MARKET - RESIDENTIAL
- Energetic and vision-driven professional, possessing competencies in all HR processes. Results-focused internal HR business partner who can integrate 'best practices', processes, and metrics throughout multiple business units. Focus on alignment and adapting an organization's capabilities to meet emerging business needs and challenges.
- Recruitment / Selection-to VP level
- Compensation & Benefits
- EEO/AAP Programs
- Performance Evaluation Processes
- Coaching, (Certificate)
- Proficiency in most HR software & web-based systems; Peoplesoft, Peopleclik, PeopleTrak, ABRA, HRIS proprietary systems; advanced skills in Excel, Powerpoint, Word, and most graphic programs. E-Learning Web platforms and MS Project.

Experience

01/2000 to Current

Regional HR Director Whole Foods

- now acquired by Charter Communications Director, Senior Regional Director, VP of Human Resources.
- GST Telecom, 1998 - 2000 (start up Phone Company acquired by Time Warner Telecom).

01/1984 to 01/1998

Human Resources, Leader, Manager, Generalist Aaa Of Southern California

EMPLOYEE RELATIONS

- Integrated full service Human Resource function in rapidly changing operations with multiple facilities across various states.
- Improved competitiveness through performance management processes and teambuilding initiatives in high-tech communications and entertainment firms as well as service-related industries.
- Performed as both external consultant and internal partner to senior management, providing guidance on complex HR and organizational issues.
- Delivered customized HR solutions and management training for wide range of industries.
- Clients included call centers, business operations, retail banking, sales and marketing as well as technical operations.
- ORGANIZATIONAL DEVELOPMENT- Leadership & Change management Designed and conducted a wide range of interactive seminars/workshops, for supervisors, managers, executives, and HR professionals.
- Leadership and experiential-based training workshops.
- Conducted platform training for over 4000 employees across multiple states.
- Workshops included: Conducting legal performance appraisals; Counseling and Discipline; Sexual Harassment Prevention; Advanced Interviewing Techniques; Leave Laws; etc., throughout Northern & Southern CA, AZ, and Colorado.
- Key leader in transformational organizational change efforts in Fortune 200 Company.
- TQM Continuous Improvement Team Leader in HR.
- TQM.
- Led cross-functional focus groups in loss prevention activities that saved over \$250,000/yr.
- Managed Workers Comp cases for self-insured employer.
- Led team building and leadership development workshop courses, using DiSC.
- Partnered with managers, coached supervisors to apply pro-active measures in HR-related issues.
- Enabled departments to reduce absenteeism by 60%, work injuries by 25%, turnover by 15%, by collaborating with managers to successfully prevent or resolve HR issues arising from pre-hire to post termination phases.
- Developed integrated HR infrastructure to manage various HR processes and metrics.
- Used mediation skills for conflict resolution.
- Conducted sensitive workplace investigations: successfully established affirmative employer defenses (discrimination, performance, harassment, etc).
- Resolved Workers Comp and Safety Issues.
- Trained managers and employees.

RECRUITMENT/SELECTION NA

- Over 15 years experience corporate recruiting: technical, professional, management, and non-exempt staff.
- Performed full cycle talent acquisition processes, including offer negotiations.

- Developed comprehensive staffing strategies using new and existing sourcing methods on national, regional, and local levels.
- Supervised professional recruitment staff.
- Managed contract, contingency and retained search sources.
- Reduced average cycle time from source to hire by 80% by initiating webbased recruiting.
- Implemented cost per hire and retention tracking systems.
- Initiated and coordinated internal recruitment programs, including emerging talent and succession programs.
- Negotiated and installed a variety of benefits programs including group insurance, 401K, 125 Cafeteria, employee services and employee assistance plans.
- Applied cost containment strategies to meet budget.
- Developed communications & rollout plans.
- Determined specifications and implemented numerous HRIS systems jointly with IT staff.
- Customized performance management processes and aligned them to company goals and employee compensation programs.
- Construct equitable and competitive pay plans through job evaluation, benchmarking, wage surveys, wage/salary structures, and variable incentive bonus plans.

Education and Training

B.S : Business Administration-Mgmt Saint Mary's College of CA Business Administration-Mgmt

Skills

benchmarking, business operations, leadership development, loss prevention, mediation, Peoplesoft, sales, surveys, Telecom