

## HR and Organizational Analytics

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VF CORPORATION  
105 CORPORATE CENTER BLVD.  
GREENSBORO, NC 27408

### Director, HR and Organizational Analytics

Dear Hiring Manager,

## About Me

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I am an Industrial Engineer (IE) by education (BS and MS from Cal Poly) who has had the good fortune to use my background in system driven thinking to drive improvements throughout all of my roles. I cherish opportunities to find creative solutions to the large scale challenges and through partnerships with the end customer, seeing those solutions implemented and benefits realized. As a Process Engineer for a manufacturing company, a Sr. Data Analyst within the financial industry, and currently as an Analytics Consultant within the healthcare industry, I have found that effective results come from partnering with the end user and driving robust solutions through data driven solutions.

## Why HR and Organizational Analytics?

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After learning more about the HR and Organizational Analytics at VF I am drawn to this role, especially as it relates to harnessing the power of analytical tools to drive sustainable improvements which we then pass along to ensure our customers have the best possible service experience. In a world that seems to have constantly increasing uncertainty, I am excited to partner with the many different people not only in HR/Organizational Analytics but also throughout the organization to meet the challenges of tomorrow. I am also looking forward to the opportunity to not only learn from vast dept of knowledge of the HR/Organizational Analytics team, but also ensuring that they are developed and empowered to reach their full potentials at every stage of their career.

## Why Me?

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I am a creative problem solver who brings to bear the disciplines of IE and analytics to develop robust action driven solutions. As I have in prior positions, I continue to find and quickly learn tools and techniques to help to provide better service to my customers. I learned R, SAS and Tableau within my prior roles when looking to address a gap and after meeting those immediate needs I have found ways to harness those tools to realize additional benefits.

Finally, I believe I would be a strong asset to the team by bringing my varied industry experience combined with my customer service mindset to the challenges of this leadership role. I am a leader who is constantly striving to grow and develop my team to adapt and meet the needs of tomorrow. In my prior role at the financial services company, I facilitated the growth of our internship program from a single intern to four interns during my last summer (as well as watching some of them come back for full time positions). I am especially proud of when I developed and implemented a training program which not only gave new team members an introduction to the role, skills needed, the organization and the company as a whole, but also integrated current team members allowing them to highlight their skill sets to ensure new team members started their career immediately empowered to be effective.

Thank you for your consideration,

**Philip Walker**

*Attached: Resume*