

Lucia Morales

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PROFESSIONAL SUMMARY

Accomplished Chief People Officer with 26 years of progressive experience in Human Resources. Demonstrated expertise in HR Operations, HRIS, Workday with a strong track record of driving innovation and delivering measurable business results.

CORE COMPETENCIES

HR Operations

HRIS

Workday

BambooHR

Payroll

Benefits Administration

PROFESSIONAL EXPERIENCE

Chief People Officer | Airbnb

2011 - Present | Hong Kong

- Spearheaded human resources initiatives that delivered 41% improvement in operational efficiency
- Led cross-functional teams of 14 professionals across multiple high-impact projects
- Architected and implemented HR Operations solutions resulting in \$337K annual cost savings
- Established best practices and mentored 7 team members, improving overall team productivity by 36%

Chief People Officer | SmartSolutions Inc

2008 - 2011

- Developed and maintained hris applications serving 67K+ users
- Collaborated with product and design teams to deliver 15 major feature releases
- Optimized system performance resulting in 50% reduction in response time

EDUCATION

Bachelor of Science in Organizational Behavior

University of Stockholm | 1994

CERTIFICATIONS

- Certified Talent Acquisition Professional
- HRCI Certified