

# SCOT WOODLAND, SHRM-CP, PHR

Profile



I am a career professional with over 15 years of human resources management, business administration, advanced customer service training and compensatory analytics/'Total Rewards' experience in the competitive industries of sales, government, recruiting and hospitality. I have a demonstrated record of success in employee and leadership development, improving efficiency, compensation programs, HRIS and managerial succession planning initiatives.

## Skills

Corporate Development  
Expert at Employment Law  
Financial/Total Pay Analysis  
Compensation Analytics  
Microsoft Office® Specialist  
Adobe® CS Trainer  
LMS Platform Administrator  
Governmental Clearance

## Certifications

**SHRM-CP** (SHRM)  
• Certified HR Professional  
**PHR** (HRCI)  
• Professional in Human Resources  
**CPLP** (ATD) – Est. November 2019  
• Certified Professional in Learning & Performance

## Memberships

**ATD**, (Association For Talent Development) Member since 2013  
**SHRM**, (Society for Human Resources Management), Member since 2007  
**NBA DISNEY ELEVATE®**, (Disney Institute for NBA)

## Work Experience Summaries

### **DEPARTMENT OF HEALTH AND HUMAN SERVICES (HHS)**

*Program Support Center  
Human Resources / L&D  
2017 - Current | Salt Lake City, UT*

Manage work with governmental agencies within the Federal Executive Branch in Human Resource management and Training & Development. Provided direction and education on policy creation as well as the implementation of federal employee education modules and curriculum. Directed the execution of a new accreditation program involving the potential of 16,000 federal employees.

### **LARRY H MILLER, INC**

*Director of Human Resources  
2010 – 2017 | Salt Lake City, UT*

- UTAH JAZZ
- VIVINT SMART HOME ARENA
- MEGAPLEX THEATRES

Human Resources Director overseeing all HR operations including compensation management, retention analytics, policy creation & interpretation, workforce forecasting, incentive package maintenance and personnel recruiting. Direct managerial oversight of department and operating budgets of over \$500,000/yr. Developed and implemented training and development programs throughout multiple business entities effecting over 6,000 full and part-time employees.

### **SLC3**

*Human Resources Director  
2005 – 2010 | Salt Lake City, UT*

Directed all operations, management, human resources, recruiting and business directions of multiple restaurants with total gross sales above \$10 Million and a stewardship of over 200 employees. Created Employee Handbook and Policies, designed compensation packages for exempt staff and business partners, negotiated with insurance providers to offer a competitive Medical Insurance plans and instituted safety benchmarks to reduce reported injuries.

### **SSI – THE WALT DISNEY COMPANY**

*District Manager  
1994 - 2005 | Burbank, CA*

Created, opened and managed multi-million dollar 3<sup>rd</sup> Party Vendor retail operations within Disney Theme Parks including Disneyland, Disney World, Blizzard Beach, EPCOT, etc. Disney University and Institute graduate and trainer for Guest Service. Professional speaking assignments to multiple clients with specialties in Employee Motivation and Guest Service.

**1210 Woodstock Ave**  
**Salt Lake City, UT 84121**  
**(801) 419-8994 cell**

