





Dr. Thomas Faulkner, SPHR, LSSBB


Strategic Human Resource Consultant


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 U.S. Army Veteran

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 <https://thomaswfaulkner.github.io/HRMastery>

Profile

Thomas Faulkner is a strategic Human Resources and Organizational Development leader specializing in Learning & Development, Change Management, Process Optimization, and Municipal HR Strategy. As Director of Human Resources for the City of Kenedy, he leads workforce initiatives that enhance recruitment, employee relations, policy development, and operational efficiency in the public sector. With a Doctorate in Business Administration from South College, a Master of Business Administration (2021), and a Master of Science in Leadership and Management (2022) from Western Governors University, Thomas combines academic expertise with real-world application. He is an HRCI-certified Senior Professional in Human Resources (SPHR) and a Lean Six Sigma Black Belt, ensuring data-driven, strategic solutions that improve workforce engagement, compliance, and city-wide efficiency.

Education

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| 04/2025 | South University, Doctorate of Business Administration |
| 11/2022 | Western Governor's University, Master of Science in Leadership and Management |
| 07/2021 | Western Governor's University, Master of Business Administration |
| 08/2014 | American Military University, Bachelor of Art Psychology |

Professional Experience

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| 06/2024 – present | <div>City of Kenedy, Director of Human Resources</div> <div>Leads HR operations for the City of Kenedy, overseeing recruitment, employee relations, policy development, and organizational strategy. Implements initiatives that enhance workforce development, compliance, and municipal operations to support the city's long-term goals.</div> <div><ul style="list-style-type: none">Strategic Workforce Planning: Develops and executes HR strategies aligned with municipal objectives to optimize workforce efficiency and engagement.Recruitment & Talent Management: Oversees full-cycle recruitment, ensuring the city attracts and retains top talent for critical municipal roles.Employee Relations & Conflict Resolution: Serves as the primary HR liaison, handling grievances, investigations, and employee concerns to maintain a positive workplace culture.Policy Development & Compliance: Drafts and enforces HR policies, ensuring adherence to state and federal regulations while modernizing personnel management practices.Training & Development: Designs and implements employee training programs, including leadership development and compliance training, to improve job performance and retention.Performance Management: Advises department heads on disciplinary actions, performance evaluations, and personnel development strategies.HR Metrics & Reporting: Analyzes workforce data, tracks key HR metrics, and provides strategic insights to city leadership for informed decision-making.Municipal HR Modernization: Leads process improvements, streamlines HR operations, and introduces innovative initiatives to enhance employee experience and city efficiency.</div> |
| 08/2017 – 04/2024 | <div>Camino Real Community Services/The Wood Group, Program Director</div> <div>Dynamic Program Director with a proven track record of driving operational growth, enhancing consumer satisfaction, and optimizing workforce engagement in an intensive outpatient mental health setting.</div> <div><ul style="list-style-type: none">Strategic Program Management: Administered an intensive outpatient program generating an average of \$313K quarterly revenue, aligning operations with agency objectives.</div> |

- **Full-Cycle Recruitment & Organizational Development:** Oversaw end-to-end recruitment and HR consulting, enhancing internal candidate selection by 45%.
- **Employee Engagement & Training:** Designed and delivered over 2,000 hours of training, revamping onboarding and leadership programs to boost staff retention by 35%.
- **HR Mediation & Conflict Resolution:** Acted as the primary HR liaison for handling grievances, facilitating conflict resolution and field-level mediation.
- **Policy & Compliance Modernization:** Updated agency policies and procedures in line with federal and state regulations to ensure industry best practices.
- **Data-Driven HR Strategy:** Developed and tracked HR KPIs, providing actionable insights and strategic recommendations to cross-functional teams.

05/2016 – present

Faulkner HR Solutions, Strategic Human Resource/L&D Consultant

Experienced consultant specializing in strategic HR planning, leadership development, and process optimization. Partners with organizations to enhance employee engagement, streamline HR operations, and implement training programs that drive measurable business results.

- **Executive Training & Change Management:** Designs and facilitates training for executives on change management, organizational design, and leadership coaching to build effective teams.
- **Strategic HR Consulting:** Provides expert guidance on leadership development, talent management, succession planning, HR compliance, and workforce optimization.
- **Policy Development & Compliance:** Advises on HR policies and strategic workforce plans, ensuring compliance with corporate governance, risk management, and labor laws.
- **Talent Development & Retention:** Developed competency models and career pathways, increasing employee retention by 30%.
- **Succession Planning & Turnover Reduction:** Implemented targeted development programs, reducing voluntary turnover by 16.5% and strengthening employee confidence in critical roles.
- **Training & Productivity Improvement:** Conducts needs assessments and implements tailored training solutions, leading to a 20% increase in productivity.
- **HR Process Optimization:** Collaborates with executive teams to refine management processes, including disciplinary actions, performance evaluations, investigations, and compliance strategies.
- **Employee Relations & Conflict Resolution:** Advises leaders on complex HR issues, including performance management, full-cycle recruiting, and mediation strategies.
- **Data-Driven Decision Making:** Develops and presents HR leadership reports on performance trends and critical improvement areas, equipping executives with actionable insights.

10/2014 – 01/2016

OGPM, LLC, Human Resources Manager

Led HR operations for a growing organization, driving recruitment, employee development, and strategic workforce alignment.

- **Talent Acquisition & Workforce Development:** Recruited top candidates for all positions, redesigned job descriptions, and implemented an onboarding program that reduced ramp-up time by 30%.
- **Employee Relations & Compliance:** Served as the primary HR contact for employee concerns, ensuring alignment with company policies and regulatory requirements.
- **HRIS & Payroll Accuracy:** Managed HR data processing, conducted audits, and ensured accurate payroll operations in collaboration with supervisors.
- **Operational Efficiency & Cost Reduction:** Advised executive leadership on workforce restructuring, reducing labor costs by 15% through role centralization.

Certificates

**Senior Human Resource
Professional (SPHR)**
ID#800197419SPHR

Lean Six Sigma Black Belt
ID#55749166