

TONY ABDELMALAK

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PROFESSIONAL SUMMARY

Results-driven People Operations and Workforce Analytics professional with a strong foundation in HR strategy, training, and data-driven decision-making. Experienced in leveraging automation tools, predictive analytics, and AI-driven insights to optimize onboarding, training, and workforce planning. Committed to applying innovative HR technology to build personalized, scalable employee experiences that drive organizational success.

Core Competencies:

- People Operations & Organizational Effectiveness
- Training & Development Program Design
- HR Data Analytics & Workforce Planning
- Onboarding, Retention, & Engagement Analytics
- HR Technology & Data Visualization Tools
- Talent Acquisition Strategy & Workforce Intelligence
- Process Automation & HR Workflow Optimization
- AI-Driven People Insights and Predictive Analytics

Key Strengths and Achievements:

- Developed workforce analytics dashboards, providing real-time tracking of retention trends and attrition risks, leading to a 28% reduction in voluntary turnover.
- Implemented Workday ATS automation and data-driven hiring processes, streamlining recruitment workflows and cutting time-to-hire by 24%.
- Launched a 30-60-90-day onboarding framework, integrating AI-based upskilling, increasing new hire productivity by 17%.
- Optimized HR compliance & risk management processes using predictive modeling, reducing classification errors by 35%.
- Redesigned employee engagement strategies using HR Tech, automation, and analytics tools (Tableau, Workday), improving engagement scores by 22% YoY.

EXPERIENCE

HR/People Operations Manager | 10/2022 – Present *Roadr.com*

- Scaled HR operations to support high-volume workforce onboarding, successfully onboarding 50-70 contract employees per quarter, ensuring compliance with DOL regulations.
- Developed a workforce analytics dashboard integrating labor market trends, enabling proactive retention strategies that reduced voluntary turnover by 28%.
- Launched workforce forecasting tools, improving hiring efficiency and aligning talent acquisition with long-term workforce needs.
- Automated HR workflows, reducing administrative burden by 40% and improving HR efficiency.

Sr. Human Resources Generalist | 12/2021 – 10/2022 *Flowserve Corporation*

- Conducted workforce data integration initiatives, reducing classification errors by 20% and improving regulatory compliance.
- Redesigned employee engagement survey using data analytics, increasing workplace satisfaction scores by 22% YoY.
- Optimized Workday Analytics, providing actionable insights and ensuring data-driven workforce planning and decision-making.

- Implemented training programs and leadership onboarding initiatives, increasing new hire productivity by 17%.

Talent & Human Resources Advisor | 05/2018 – 05/2021

Quibi (Media/Tech Venture)

- Partnered with leadership to align HR tech strategy with business objectives, ensuring seamless integration of people operations with organizational priorities (OR HRIS systems).
- Designed leadership competency models and structured training programs, increasing operational efficiency and improving manager effectiveness by 35%.
- Implemented Workday ATS to streamline recruitment workflows, reducing time-to-hire by 24%.
- Developed workforce analytics dashboards, enabling real-time tracking of performance, attrition, and retention trends.
- Designed and facilitated executive-level new hire integration programs, ensuring a seamless onboarding experience that improved leadership engagement and accelerated time-to-productivity.

Talent Acquisition (Consultant) | 05/2017 – 05/2018

Sony Pictures Entertainment, Sony Crackle

- Launched a leadership-focused recruitment program, integrating interview frameworks, DEI analytics, and predictive hiring strategies.
- Spearheaded a DEI hiring initiative, leveraging Workday HCM and LinkedIn Talent Insights to assess hiring trends and identify skill gaps, increasing diverse hiring by 18% in one year.
- Developed a succession planning roadmap and managed full-cycle leadership recruitment, leading to a 14% decrease in time-to-fill for senior leadership roles.

Human Resources & Talent Acquisition Manager | 10/2012 – 05/2017

HBO (A Time Warner/AT&T Company)

- Designed tailored training programs incorporating adaptive learning models, improving leadership effectiveness.
- Led organizational change and talent development initiatives, ensuring HR agility & operational efficiency.
- Streamlined recruitment and HR processes, reducing time-to-fill, and increasing leadership hires by 12%.
- Implemented a talent strategy transformation by integrating HR automation tools to optimize recruitment & workforce planning.

Recruiter | 09/2009 – 09/2012

NBCUniversal (E! Entertainment, Style, & G4 Networks)

- Managed recruitment for non-exempt and temp roles, ensuring successful placements across multiple departments.
- Redesigned onboarding and training programs, leveraging data insights to improve intern engagement by 25%.
- Facilitated structured hiring programs for leadership roles, improving integration & retention success.

EDUCATION

Bachelor of Science in Management Science

University of California, San Diego – Thurgood Marshall College

Certifications & Professional Development:

- Google Data Analytics Certification (Coursera, 2024)
- AI for HR: Workforce Planning & Talent Optimization (Josh Bersin Academy, In Progress)
- Workday Reporting & HR Analytics (LinkedIn Learning, 2021)
- Society for Human Resource Management (SHRM) Member (2009 – Present)

Technical Skills:

- **HR Data & Analytics Tools:** Workday, Tableau, Google Sheets, Power BI
- **Talent Assessment Tools:** LinkedIn Talent Insights, 360-Degree Feedback, DiSC, EQ-i 2.0 (Emotional Intelligence)
- **Project Management & Collaboration:** Trello, Asana, SharePoint, Visio, Google Workspace
- **HR Technology & Automation:** Workday ATS, AI-driven Workforce Planning & Integration