

Jane Doe

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Human Resource executive with experience as a strategic member of corporate leadership teams. Strong business background developed through line and staff position in various industries. A visionary with ability to serve as a catalyst for profitable and orderly workforce change. Able to establish rapport and credibility with diverse groups ranging from union members to board members. Solution oriented with an eye toward bottom line results.

- * Mergers and Acquisitions
- * Profit Centers
- * RIF / Reorganization / Outsourcing
- * Executive / Board Compensation

PROFESSIONAL EXPERIENCE

NATURAL MATTERS - Rice, IL

1995 – 2012

A global \$20B consumer packaged goods company.

Vice President, Human Resources

Ran human resource profit center for food business line.

- Provided strategic counsel during mergers and acquisitions regarding culture integration and human resource cost benefit analysis that were critical factors in purchase decisions.
- Led company through a comprehensive reengineering, work and redesign and process improvement effort, resulting in cost savings and improved quality and efficiencies.
- Negotiated compensation and benefits package during union negotiations on time (for first time in 12 years), with net savings of \$12M over a five-year period.
- Outsourced several functions. Decreased human resource budget by 30% and staff head count by 50%, while increasing productivity, efficiencies and quality.
- Defeated unionization attempts including decertification of several unions. Established proactive strategies for union prevention and union relations.
- Developed new Human Resource Information System. Created a human resource service center and implemented a payroll conversion that improved timeliness and compliance.

MANDY CANDY - Rice, IL

1985 – 1995

A \$2B candy manufacturer

Director, Human Resources (1989-1995)

Directed all human resources for 10 customer groups for global \$2B candy manufacturer.

- Championed a corporate culture change from bureaucratic and entitlement to participative.
- Initiated creation of executive succession plan, utilizing a 360-degree feedback instrument for executive development, which increased corporate bench strength.
- Fashioned a bonus that increased production by 200% without sacrificing quality.

Manager, Human Resources (1985-1989)

Provided all human resource functions for three customer groups.

- Applied Total Quality Management, Demand Flow Manufacturing and ISO 9000 to human resource operations, resulting in streamlining, efficiencies and improved customer service.
- Directed design and management of competency-based and skill-based compensation plans utilizing pay-at-risk, gain sharing and individual / team incentives.
- Reduced workers' compensation costs by 72%, from \$180K to \$50,400K first year and achieved Workers' Compensation Premium Certification.

SPARKLING WATERS - Eureka Springs, AR
A \$1.5B bottling plant.

1980 – 1985

Employment and Compensation Manager

Coordinated and managed development and implementation of recruiting, employment and compensation programs.

- Increased employee retention by 20% and reduced associated costs of hiring.
- Designed, implemented and managed competitive compensation programs including employee incentive plans, which improved productivity and morale.

EDUCATION and TRAINING

Executive Development Program, J. L. Kellogg Graduate School of Management, Evanston, IL

BA in International Studies, Northwestern University, Evanston, IL

The Leadership Development Program, Center for Creative Leadership, Greensboro, NC

Numerous human resource and management programs, conferences and seminars: human resource shared services, strategic planning organizational development, change management, mediation / negotiation, and employment law.

PROFESSIONAL CERTIFICATIONS and AFFILIATIONS

Senior Professional Human Resources (SPHR), Society of Human Resource Management
Certified Compensation Professional (CCP)
Certified in Behavioral Interviewing Techniques
Certified in Demand Flow Technology
Member: American Compensation Association, Society of Human Resource Management
and American Society for Training and Development