

PHOTO
PLACEHOLDER

FIRST LAST NAME, PH.D., SHRM-SCP, SPHR

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ROI-FOCUSED HUMAN RESOURCES EXECUTIVE

DRIVING CHANGE WITH BUSINESS-ALIGNED PEOPLE STRATEGIES THAT CREATE MEASURABLE VALUE

Human capital strategist and trusted business partner who builds the people systems organizations need to scale, transform, integrate, and outperform. Known for translating enterprise strategy into practical workforce decisions - aligning leadership, talent, culture, rewards, and operating discipline around measurable business outcomes.

20+ YEAR CAREER GUIDING CORPORATE JOURNEYS THROUGH GROWTH, CHANGE, AND REINVENTION

"The best HR organizations do more than support change - they help leaders understand what must change, what must remain stable, and how people can move through the transition with clarity and trust."

Name in Action: Building the bridge between enterprise ambition and workforce execution.

Recruited by a **Fortune 250 health-services organization** to modernize a decentralized HR model, Name rebuilt the function around business partnership, workforce analytics, talent systems, and disciplined execution. Within three years, she **unified 14 operating units** under one human capital strategy, strengthened executive succession, and helped reduce regrettable leadership turnover **31%**.

Earlier, as Senior Vice President of Human Resources for a global technology manufacturer, she guided a **\$1.2 billion acquisition integration** spanning **8,500 employees across nine countries**. She aligned leadership structures, retained critical talent, redesigned rewards, and consolidated overlapping programs while helping capture **\$86 million** in validated integration synergies.

Name built her operating foundation in consumer services, advancing through HR operations, compensation, talent acquisition, and business-partner roles. She earned repeated promotions by pairing **employee advocacy with commercial judgment** - simplifying processes, strengthening manager capability, and using workforce data to improve staffing, productivity, and retention.

A lifelong student of organizations, Name earned a **Ph.D. in Organizational Psychology** and later completed executive coaching training. She brings a grounded, evidence-informed approach to **leadership development** and **workforce transformation**, helping executives create cultures where performance expectations, trust, accountability, and opportunity reinforce one another.

LEADERSHIP PHILOSOPHY

Create clarity. Build capable leaders. Align systems to strategy. Treat culture as an operating discipline - not a slogan.

HIGHLIGHTS OF CAREER IMPACT

- ▶ Unified 14 business units under one enterprise people strategy and operating model.
- ▶ Reduced regrettable leadership turnover 31% through succession, manager capability, and targeted retention actions.
- ▶ Integrated 8,500 employees across nine countries during a \$1.2 billion acquisition.
- ▶ Helped capture \$86 million in validated integration synergies while protecting critical talent.
- ▶ Launched enterprise leadership academy serving 1,200+ people leaders and accelerating internal promotion rates.
- ▶ Modernized HR technology, analytics, rewards, and talent practices across complex multi-site environments.

EXECUTIVE COMPETENCIES

- ▶ Human Capital Strategy
- ▶ Mergers, Acquisitions & Integration
- ▶ Executive Coaching & Succession
- ▶ Talent Acquisition & Development
- ▶ Total Rewards & Performance
- ▶ Workforce Planning & Analytics
- ▶ Organization Design & Change
- ▶ Culture & Employee Experience
- ▶ HR Technology & AI Enablement
- ▶ Governance, Risk & Compliance