**NAME**

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[www.linkedin.com/in/name](http://www.linkedin.com/in/name)

**HUMAN RESOURCES BUSINESS PARTNER 🞍 TALENT STRATEGIST**

Accomplished human resources professional with a strong track record of value creation and demonstrated outcomes for the business. Skilled in partnering with management to develop and implement human capital solutions at both a strategic and tactical level with positive organizational impact. An effective connector and communicator who establishes rapport and trust quickly. ***MBA degree.*** Areas of expertise include:

* Talent Management
* HR Business Partnering
* Learning and Development
* Total Rewards
* Project Management
* Data Analysis

**PROFESSIONAL EXPERIENCE**

**LARGE GLOBAL COMPANY**,City, ST **2011 – Present**

***Human Resources Manager, 2013-Present***

* Serve as the HR Business Partner to a senior leadership team and their 500-person global organization, providing strategic support in key areas including talent management, compensation, organization design, performance & development, and succession planning.
* Consult with employees and managers on learning and development solutions to accelerate their career growth and optimize their contribution to business results.
* Manage employee relations concerns and coach managers through to resolution, leading to improved employee performance and engagement.
* Established a talent review rhythm with leadership team to drive measurable progress in the acquisition, development, deployment, and retention of top talent.
* Led a successful launch of *Workday to 100* wage-level associates through focused change management.
* Developed an integrated talent strategy for the Medical Devices organization to drive organizational capability building and strengthen the talent pipeline.
* Served as the U.S. coach for a Supply Chain HR health and wellness challenge; built engagement across 100+ HR leaders and supported the company goal of having the healthiest workforce.

***Human Resources Leadership Development Program (HRLDP), 2011-2013***

*HRLDP is a highly selective program designed to provide experiences in a range of HR functions over a 24-month period, enabling accelerated development by connecting participants with business leaders, cross-functional collaboration experiences, and structured training systems.*

*Rotation #1: HR Business Partner*

* Provided strategic support to a senior leadership team and 200+ global finance employees.
* Led the global re-launch of the Supply Chain Competency Model to 1,500 employees to foster internal career growth and development; increased participation by 66% as a result.

*Rotation #2: Leadership & Learning Specialist*

* Established and executed a strategy to improve manager engagement in enterprise-wide leadership programs, resulting in higher employee satisfaction scores.
* Conducted an in-depth costing analysis of people leadership programs to determine appropriate pricing; uncovered opportunities for significant cost savings.
* Re-designed the company’s *Development Curriculum* to drive the internal leadership capability building in the most critical areas and across all levels of the enterprise.

*Rotation #3: Total Rewards Specialist*

* Leveled 400+ jobs in partnership with the business for a multi-year initiative that aims to standardize and bring efficiency to the finance, procurement, IT, HR, and real estate functions.
* Built a compensation strategy and approach for company’s new global shared services organization.
* Led a global cross-functional team to develop the strategy and design for a new enterprise-wide rewards and recognition program.

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**GIANT COMPANY,** City, ST **Summer 2010**

***Human Resources Leadership Program Intern, Organization and Staffing Group***

* Led the mid-year performance process for Giant ABC, an organization comprised of over 8,200 employees; developed training materials and facilitated training sessions; created survey to measure outcomes and collect insight for process improvement.
* Performed HR generalist responsibilities for 60+ interns across the U.S., which included conducting performance evaluations, planning learning series events, and organizing a mentoring program.

**FINANCIAL CORPORATION**,City, ST **2007 – 2009**

***Credit Underwriter, Commercial Middle Market Banking Group***

* Underwrote over 25 multi-million dollar debt facilities to companies with up to $1 billion in revenue through in-depth analysis of financial statements, cash flow, pricing, risk, industry, and competition.
* Managed loan closing process by conducting due diligence, reviewing legal documentation, clarifying terms to clients, and verifying accuracy of booking onto internal systems.
* Trained junior underwriters in deal structuring, legal documentation, and financial analysis to advance their portfolio management skills.
* Leveraged experience and network within the bank’s management development program to consult and provide recommendations on programmatic enhancements, leading to increased retention of key talent.

**EDUCATION**

**Vanderbilt University, Owen Graduate School of Management**,Nashville, TN

*Master of Business Administration, 2011*

*Concentration: Human and Organizational Performance, Strategy*

*Leadership*: National MBA Human Capital Case Competition (Communications Lead), TA for Org. Learning and Marketing courses, Human and Organizational Performance Association (Board Member)

**State University, Jamison Business School***,*City, ST

*Bachelor of Business Administration*

*Concentration: Organization and Management, Marketing*

*Leadership*: Alpha Beta Sigma Executive Board; Resident Advisor; *The News* Newspaper Editor