

Mary C. Smith



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SENIOR HUMAN RESOURCE MANAGER

Specializing in Learning and Development

Performance-driven senior human resources manager recognized for expertise in employee relations, attracting and developing talent and strategically positioning organization to expand in global markets. **Acknowledged for spearheading 75+ training and development certificate courses** from entry to executive level and instituting career pathway programs. Expert in winning consensus from executive management and delivering results that aid in maximizing human resource capital. **M.Ed. in Education Technology** and **SPHR Certified** and enjoy creating solutions that embrace employee, community, and business needs.

Value Offered

- V.P., Learning & Development
- Performance Management
- Staff Recruitment & Retention
- Leadership Development
- Curriculum, Design, Delivery
- Talent Acquisition
- Human Resource Management
- Staff Development
- Performance Management
- Budget Development
- Labor Laws and Regulatory Compliance
- Mergers and Acquisitions

- Program Development
- Global and Cultural Awareness
- New Employee Orientation
- Employee Grievance Systems
- Relationship Management
- Supervisory and Evaluation

Selected Benchmarks and Milestones

Bridges for Learning and Development

- Leveraged strategic learning and development initiatives across company supporting domestic and international office; unpacked \$250,000 for reallocation in one year.
- Developed career pathways professional development incentive programs that resulted in 80% productivity and employee satisfaction. Helped boost company ratings to top 50 companies to work.

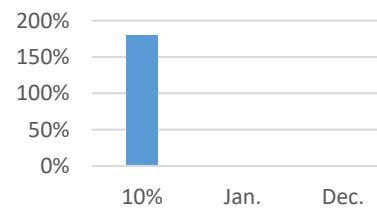
Systems, Inc.

- Consistently exceeded division operation goals by generating more than \$1 million in new revenue through negotiating, networking and executive presentations.

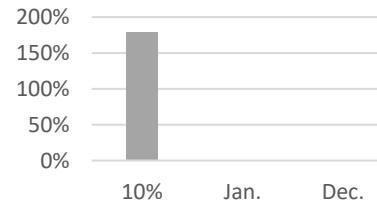
Upper Pyramid Company

- Delivered 180% increase in training and development market sales in 12 months.
- Raised market awareness and initiated marketing communications program generating high interest from school districts and community colleges across the U.S.

Bridges for Learning and Development



Upper Pyramid Co.



Career Snapshot

BRIDGES FOR LEARNING AND DEVELOPMENT, Boston, MA
V.P., Learning and Development

2010-Present

SYSTEMS, INCORPORATED, Columbus, OH
Senior Human Resources and Training

2001-2010

UPPER PYRAMID COMPANY, Boston, MA
Senior Marketing Director of Education Outreach

1995-2001