

Contact

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Languages

Spanish
Portuguese (Native or Bilingual)

Certifications

Certified Parent Educator
PQAS Certified (Business)

Honors-Awards

Airborne Qualified
National Service Defense Medal
(Operation Desert Storm)
1st Place Minority Business Plan
Distinguished Mother of the Year
Innovator of the Year 2013

Kym Ramsey

Founder of The Willow Shool
Plymouth Meeting

Summary

Successful entrepreneur with proven professional experience in business development, staffing, recruiting, and salary and benefit administration. Developed, operated, and managed a profitable Early Childhood Development Center with over 20 employees and 200 children. Implemented and taught diversity programs and awareness, human resources and organizational development strategies, leadership and teamwork to improve total quality management within private and public institutions. Facilitates training and development workshops for family professionals, early childhood educators, and caregivers in order to improve the emotional and relational health of children and families. Strategic partnerships and collaboration with community leaders, government entities, and educators.

Provides consulting services to small businesses, non profits, and faith based organizations.

Specialties: Strategic Planning, Operations Management, and Human Resource Management.

Experience

The Willow Shool
Founder and Owner
August 2012 - Present (9 years 6 months)
Norristown, PA

The Willow School is an independently owned, private, full-day Preschool Program for 132 Early Learners from the age of 12 months to 12 years old (before and after school) along with a summer camp program. Our school is committed to preparing children for success in primary school by providing a standard of excellence in academic rigor alongside a delightful, engaging, and fun environment. At the Willow School we are dedicated to maintaining a community where we focus on the whole child. We provide high quality faculty

utilizing effective learning tools in an effort to foster independent thinking, creativity, responsibility and respect for others.

Ric and Kym, LLC

CEO, Founder

August 2001 - Present (20 years 6 months)

Provide consulting and facilitation services for educational, small businesses, and non-profit enterprises. Develop business and marketing plans, institute quality assurance measures, create operating procedures, and prepare financial reports and assessment tools for start ups and existing small businesses. Review and analyze financial statements in order to develop a sound fiscal plan for the successful operations.

Wharton Business School

Communications Consultant

September 2002 - May 2009 (6 years 9 months)

Coached over 40 undergraduate students per semester in the skill of business writing and oral communication to complement course work. Viewed and provided extensive evaluations of students' oral presentations and written assignments. Identified and provided instructional resources to those students who warrant additional support.

Goddard School - Skippack

Owner

2004 - 2008 (4 years)

Entrepreneur and operator of the Goddard School - an Early Childhood Development Center for children six weeks to six years old (a franchise) located in Skippack, Pennsylvania. In less than 18 months, the school was at full capacity with a waiting list that grossed revenues over 1.5 million dollars. Developed an expansion plan for an Annex which opened in early 2007 for elementary school aged children. It includes a full day Kindergarten, a library, computer labs and resource center, and after school activities such as tutoring, sports programs, and music and arts lessons, along with a gym with a rock climbing wall. Within three years, the school generated revenues of almost 2 million dollars at full capacity. Sold school in July, 2008 in order to begin next venture to bring "Goddard to the City" – by designing an urban model based on quality care, education, and fiscal stability.

Temple University

Adjunct Professor

September 2000 - December 2002 (2 years 4 months)

Philadelphia

Prepared both undergraduate and graduate students to work in a corporate human resource function and/or general management position with responsibility for effectively managing employees. Provided practical application of recruitment and retention, employee relations, diversity sensitivity and awareness, labor laws, career development, HRIS, safety-workers compensation, and team building. Introduced and improved leadership skills of students through a series of self-analysis and reflection. Developed communication skills through use of written projects and oral presentations. Emphasis on data analysis, interpretation, and HR metrics.

Fairleigh Dickinson University

Adjunct Professor

January 1998 - September 2000 (2 years 9 months)

Morristown, NJ

Facilitated learning in the theories and practices of strategic human resource management, formulation and application of personnel policies, staffing, team building, and training and development of a diverse workforce in order to meet organizational goals.

Ingersoll Rand

Human Resources Director

June 1996 - July 1997 (1 year 2 months)

Liberty Corner, NJ

Generalist human resource management responsibilities with focus on staffing and recruiting along with salary and benefit administration. Developed a staffing process that successfully identified specific job competencies defined the job descriptions and served as the basis for interviewing applicants. Trained and assisted managers with successful interviewing, recruiting and hiring of new employees. Conducted investigations and provided recommendations and remedies to EEO complaints. Provided diversity awareness, sensitivity, and education workshops to all employees. Designed, implemented and trained the company on new human resource information systems which streamlined administrative functions. Managed administration and communication of corporate benefits plans. Project manager of process redesign for communications of employee orientation, recruitment, college relations, attitude surveys, and long distance learning and employee recognition programs.

Allied Signal

Executive Compensations Analyst

May 1992 - August 1994 (2 years 4 months)

Analyzed current market compensation rates to develop corporate hiring guidelines for new college graduate hires. Guidelines were introduced to senior management and implemented corporate wide. Provided training for identifying job requirements and qualified applicants to improve recruiting efforts and reduce turnover. Developed corporate handbook to explain the stock options program for new stock recipients. Interviewed, recruited, and hired new employees. Identified and worked with community organizations that provided services for minorities, women and the physically challenged to enhance diversity staffing and recruitment efforts

US Army

Captain

June 1988 - September 1991 (3 years 4 months)

Korea, Texas, Arizona

Directed a staff of 37 in the management of all human resource activity including payroll operations for 1500 employees. Standardized administrative, legal, medical and payroll operations throughout the organization to improve customer service and satisfaction by 70%.

Responsible for the management and administration of compensation, worker safety, staffing, training, career development, and employee assistance programs of over 3000 soldiers in 7 locations throughout Korea. Provided logistical support for war stimulated field exercises, dining facilities operations, and vehicle maintenance. Managed company's Drug and Alcohol testing program.

Provided strategic analysis to Senior Officers and staff of over 300 American and Korean soldiers in seven remote locations. Responsible for and managed personnel and physical security operations.

Education

Fairleigh Dickinson University

MBA, Human Resource Management · (1995 - 1996)

Southern Methodist University

MBA, Human Resource Management · (1991 - 1992)

Georgetown University

BS, International Economics and Portuguese · (1985 - 1988)

Delaware County Community College

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