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Dallas, TX

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EXECUTIVE SUMMARY

Human Resource Executive with over 20 years' experience, in all facets of Human Resources, Talent Acquisition, Talent Management, Workforce Planning and Employee Relations in healthcare, health insurance, manufacturing, telecommunications, nonprofit and startup technology industries, supporting 75 to 2400 employees across multiple states, including CA and Remote workforce. Significant experience leading Performance Management and Organizational Development within a multi facility / multi-site environment. Proficient at managing Compensation, Labor Relations, Succession Planning, Workers Compensation, Employee Health, Employee Benefits and HRIS / ATS systems (ADP, Paychex, PeopleSoft, Kronos, Oracle). Created strong HR Business Partner relationships in Operations, Media, Finance, Call Center, Construction, Network, IT, Retail & Center Of Excellence. Adept at translating strategic and tactical business plans into HR strategic and operational plans. Experience managing M&A and Divestitures. Competencies: Project & Change Management, Business Acumen, Leadership.

PROFESSIONAL EXPERIENCE

Workforce Development / Human Capital Leader

KSE Associates LLC - Carrollton, TX (Nov 2017 to Present)

Company Description: KSE Associates provide access to state and federal incentive programs designed to assist employers with capital expenses including Recruiting and Training cost.

Operational Leadership

Develop Workforce Planning and Staffing Models, Compensation, Talent Acquisition and Development strategies to meet financial objectives. Responsible for attainment of financial and operational goals in partnership with CEO and COO - **\$20M+** Revenue and **\$7M+** payroll budget. Translate strategic and tactical business strategies into Human Capital and Operational Plans. Partner with government agencies in coordination of economic development activities for infrastructure, recruiting and training grants.

Human Resource / People Leader

Healthsmart Benefit Solutions & PBM – Dallas , TX (Jan 2015 to Jul 2017)

Company Description: Largest independent third party administrator and premier provider of health plan solutions for self-funded employer with over 1M members, 1700 multi-state employees (27 sites).

Human Resource Operations Leadership: Talent Acquisition, Management & Development

Strategic and tactical leadership - developed and executed Talent Acquisition, Talent Development, Talent Management, Workforce Planning and Human Resource Operations strategies, in partnership with Executive Management and Board of Directors. Specifically in the areas of Succession Planning, Compensation, Employee Relations, Mergers & Acquisitions and Change Management.

Human Resources Leader

Cox Communications - Oklahoma City, OK (Nov 2003 to Dec 2013)

Company Description: Third largest Cable provider / Call Center 6M+ subscribers & 22K employees.

Human Resource Operations and Talent Acquisition Leadership

Directed all facets of Human Resources within a matrix organization, for 2000+ employees, including Employee Relations, Talent Acquisition, Workforce Planning, Compensation, Performance/Talent Management, Succession Planning, HR Compliance, Payroll and Employee Benefit Administration.

Partnered with the Center Of Excellence & HR Service Center in execution of regional Talent Acquisition support and Affirmative Action Programs.

Human Resources Leader (nonprofit)

St. Anthony Hospital (SSM Health) – Oklahoma City, Oklahoma (Apr 2000 to Sep 2003)

Company Description: Oklahoma non-profit, 800 bed hospital with 2300+ employees, payroll \$60M+. Multi-site, acute care, behavioral health, urgent care and rehabilitation center.

Human Resource Operations and Talent Acquisition Leadership

Directed all facets of Human Resources, including Employee Relations, Recruiting / Nurse Recruiting, Performance Management, HR Compliance, Employee Health and Workers Compensation. Responsible for management and support of Joint Commission on Accreditation of Healthcare Organizations (**JCAHO**) **HR** compliance requirements.

Labor Relations, Workers Comp & Employee Benefits

Bridgestone, Oklahoma City, OK (Sep 1994 to Apr 2000)

Company Description: Union (USW) Manufacturer 2000+ employees, annual revenue \$573M.

EDUCATION

Masters of Art, Leadership

Mid America Christian University - Oklahoma City, OK

Masters of Business Administration (MBA)

Mid America Christian University - Oklahoma City, OK

Bachelors of Science, Management

Mid America Christian University - Oklahoma City, OK