

Professional Summary – Gary Convertino Ed.D., SHRM-CP/PHR, CPC

Dr. Gary Convertino is a seasoned Human Resources Executive, Consultant, Professional Coach, and Professor with 20 years of successful experience in human resources management, strategy, business development, change management, administration and financial stewardship. Gary is currently a Sr. HR Consultant and Coach with **3P HR Consulting**, which focuses on the 3 Ps of HR – People, Process and Policy, with the most important being People. Gary is noted for creating effective HR Departments in companies and organizations where none had existed before.

Professional Work Experience includes expertise in Human Resources and Operations, while working in the Corporate Offices of Bess Eaton Inc. (RI), Dunkin Brands Inc. (MA), Johnson & Wales University (RI), The Arch Street Center (MA), The Cleveland Sight Center (OH), The City of Pawtucket (RI), Bristol Community College (MA), and Dean College (MA).

Higher Education Experience includes facilitating Human Resources, Diversity, and Business Classes as an Adjunct Professor at The University of Massachusetts, Employers Resource Council (ERC), Tiffin University, Kent State, and Dean College.

Corporate Consulting Includes experience as an Executive Trainer and Coach for Corporations and Universities in RI, NY, CT, MA, and OH; including the University of Massachusetts, CWRU, EMC Corp, Greater Cleveland Regional Transit Authority, Tri-C's Corporate College, Groton Military Sub Base, Department of Health and Human Services, RI Department of Education, Braintree Catholic Schools, Johnson & Wales University, Holy Name Province, The City of Pawtucket, and Ameri-Corp Providence.

Publications & Presentations Include:

1. "Succession Planning with Depth in Mind" – RI SHRM Main Presenter (2021)
2. "Diversity – A Definition in Change" – *The Magazine* (2013)
3. "Workers COMP-rehension; Insights into 2013 Workers Comp Savings"- Presentation at *Crain's Business News*, Cleveland, OH (2013)
4. "Working with a Disability Is Still Working" – *HR Cleveland Magazine* (2012)
5. Using Strategic Partnerships to Increase Capacity to Serve – Presentation to the AER Regional Conference (2011)
6. "Onboarding Guidelines and Tips for Organizations Who Want to Attract, Engage & Retain Top Talent" – Get To The Point Books Publications (2011)
7. "Credentialing or a Degree: Which Do Businesses Prefer?" – *HR Cleveland Magazine* (2010)
8. Building Partnerships Between Profit and Non-Profit Organizations – Presentation to the Cleveland SHRM (2010)
9. Presenting with Impact – Presentation to Ocean State ASTD (2002)

Volunteer Experience includes: Board Member & VP of Workforce Development for RI SHRM, Board of Trustees for the Boys & Girls Club of RI, Chair of the Pawtucket Personnel Board, Board Member for Job Club RI, Emeritus Board of Governors for the Community Players of Pawtucket RI, Youth In Action, St. Mary's Church Stewardship Committee in Providence, Development Board Member for The Cleveland Restoration Society, Mentor for Big Brothers of Cleveland, Cleveland SHRM VP of Diversity & Education, Benefits Board Member for The Providence Preservation Society, Mentor for Rhode Islanders Serving Education, Commissioner for the RI Service Alliance (Governor Appointed), Human Resources Transition Team for Mayor of City of Providence, Board Member of the RI American Society of Training and Development Professionals, and Board Member of the Fox Point Neighborhood Association of Providence.

Gary's Personal Goal: To assist the community and workplace in which he resides, which includes enhancing the professional growth of the Human Resources Profession, and serving community-based organizations in their success.



AREAS OF EXPERTISE

- Build & Reinvigorate HR Departments
- Employee Relations, Union Negotiations & Conflict Resolution
- Executive and Professional Coaching
- Recruitment & Talent Management
- HPI Process Improvement
- Policies & Procedures Compliance
- Strategic Management & Change Implementation
- Training & Organizational Development
- Diversity, Equity and Inclusion Initiatives, Recruitment & Hiring
- Leadership & Succession Planning
- Payroll/HRIS/ATS Implementation
- Budgeting & Financial Stewardship
- Operations – Facilities, Public Safety, Custodial, and IT

INDUSTRY EXPERIENCE

- Corporate
- Non-Profit
- Retail/Food Industry/Customer Service
- Higher Education
- Professional Services
- IT
- Construction
- Medical & Wellness

EDUCATION AND CERTIFICATES

- Doctorate – Administration
- Masters – Teaching & Learning
- Bachelors - Applied Social Sciences
- Associates – Hospitality Management
- SHRM-CP/PHR Certification
- MBTI Certified Trainer
- VIP – Violence/Harassment Prevention

CONTACT:

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