

**Tanya Alden Castaneda, SPHR, AHRCP**  
*People Strategy Leader | HR Consultant | Organizational Effectiveness Partner*  
**United States**

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## Summary

Experienced HR leader with 15+ years of success supporting U.S.-based organizations with distributed teams across national markets—including California—and international operations in EMEA and LATAM. Brings deep expertise in HR business partnership, talent strategy, organizational effectiveness, and systems optimization. Known for delivering people-first, analytics-driven solutions that drive engagement, align with business goals, and scale with growth. Combines corporate and consulting experience with a strong operational foundation to support both strategic initiatives and day-to-day HR needs.

- **Business & Operations Acumen:** Prior experience leading multi-unit operations brings strong capability in budgeting, performance analytics, and frontline execution—enabling a uniquely well-rounded perspective on business and people strategy.
  - **Multilingual & Culturally Fluent:** Proven success leading diverse teams and adapting HR strategies across global regions. Native in English and Spanish; fluent in Portuguese and Italian.
  - **Innovation-Focused:** Committed to advancing emerging HR technologies—including AI, automation, and analytics—to modernize systems and enhance strategic decision-making.
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## Philosophy & Approach

- **Servant Leadership:** Committed to empowering people leaders and teams through service, support, and accountability—driving results through trust, transparency, and collaboration.
  - **Agile HR:** Applies agile principles to HR strategy, enabling flexibility, speed, and continuous improvement in how people programs are designed, delivered, and evolved.
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## Core Capabilities

<ul style="list-style-type: none"><li>• HR Strategy &amp; Transformation</li><li>• Org Design &amp; Workforce Planning</li><li>• Talent Management &amp; Succession</li><li>• Employee Relations &amp; Compliance</li><li>• Performance &amp; Leadership Development</li></ul>	<ul style="list-style-type: none"><li>• Change Management</li><li>• HRIS &amp; Systems Optimization</li><li>• Analytics &amp; People Insights</li><li>• M&amp;A Integration &amp; Restructuring</li><li>• Policy Development &amp; Operational Standardization</li></ul>
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## Career Highlights

### HR Consultant, Trusted Business Partner & Strategic Advisor

Supported startups to multinationals across tech, healthcare, nonprofit, and retail. Acted as a trusted advisor to executive teams, delivering solutions in HR compliance, employee relations, org design, and systems transformation. Led audits, ER case management, shared services model development, policy standardization, and HCM/HRIS implementation.

- **Results:** Accelerated ER resolution by 50%; reduced admin workload by 35%; increased HR delivery efficiency by 25%; standardized policies enterprise-wide; boosted audit readiness.
- **Skills Used:** Strategic HR Consulting, Policy Development, HR Tech Strategy, HCM/HRIS Implementation, Digital Transformation, Shared Services, Compliance, Stakeholder Engagement.
- **Methodology:** Leveraged Agile and Lean approaches to deliver tailored, tech-enabled HR solutions and streamline multi-site operations.

### Global HR Leader, Change Strategist

Led HR strategy for a 3,500+ employee workforce across U.S. territories and international markets. Oversaw global HR transformation to modernize infrastructure, harmonize regional practices, and improve operational alignment. Implemented enterprise-level systems, embedded structured change management, and drove strategic workforce planning to enable scalable, compliant, and agile operations.

- **Results:** Reduced admin workload by 35% and turnover by 30%, reducing hiring costs and boosting workforce stability. Process improvements lifted HR efficiency by 30% and drove ~\$5.2M in annual labor cost savings company-wide
- **Skills Used:** Global HR Leadership, HRIS Integration, Organizational Design, Workforce Planning, Compliance, Change Management, Risk Mitigation, Financial Acumen, Strategic Execution.
- **Methodology:** Applied Agile HR and Lean principles to drive efficiency, reduce waste, and sustain cross-border scalability.

### HR Ops & M&A Integration Leader

Directed HR operations across M&A events, ensuring seamless integration of systems, policies, and people. Designed communication plans to mitigate disruption and partnered cross-functionally to embed consistent HR practices that supported retention, compliance, and cultural alignment.

- **Results:** Retained 90% of key talent post-integration; completed system/policy alignment within 90 days; safeguarded continuity and compliance through structured execution.
- **Skills Used:** M&A Integration, Talent Retention, Change Management, Culture Integration, Organizational Transition Planning, Policy Alignment, Communication Strategy, Employee Engagement.
- **Methodology:** Employed Prosci ADKAR Framework and Agile practices to lead people-centered change through transitional complexity.

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## Technical Skills & Tools

- **HR Systems (HRIS):** Workday, SAP SuccessFactors, BambooHR, ADP, TriNet, Lever – experienced in leading end-to-end HRIS implementations and integrations to streamline workflows, improve reporting, and enhance compliance.
- **Case Management Systems:** HRAcuity, Jira, ServiceNow – skilled in configuring, optimizing, and leveraging case tracking platforms to drive consistency, transparency, and timely resolution of employee relations issues.
- **Data & Reporting:** Excel, Power BI, Workforce Dashboards
- **Project Tools:** Asana, Jira, Confluence, Monday.com
- **Process Design:** SOPs, Workflow Optimization, Lean Six Sigma (Green Belt)
- **Methodologies:** Agile HR, Lean, Prosci ADKAR (Change Management)

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## Let's Connect

This is a high-level overview of my experience. To request my full CV or explore how I can support your team or organization, please reach out directly or connect with me on LinkedIn.

Thank you for your interest in my professional background.