

Cyrano Hardy

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WWW: [Bold Profile](#)

WEBSITES, PORTFOLIOS, PROFILES

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PROFESSIONAL SUMMARY

Driven by a proven track record at Warner Bros. Discovery, excelling in strategic planning and cross-functional collaboration, driving business growth and employee development. Leveraging expertise in operations management and strong communication to guide teams in exceeding goals through innovative solutions and proactive leadership, resulting in notable enhancements in performance and customer satisfaction. A collaborative leader committed to fostering an engaging and empowering workplace culture through partnerships with colleagues. Proven ability to build and sustain relationships with a diverse array of stakeholders in dynamic, fast-paced environments.

SKILLS

- Business Administration
- Staff Development
- Policy Implementation
- Operations Management
- Strategic Planning
- Expense Tracking
- Schedule Preparation
- Verbal and written communication
- Cross-Functional Teamwork
- Business Planning
- Expectation setting
- Project Management

WORK HISTORY

MANAGER OF CONTENT ORIGATION | 04/2022 to Current

Warner Bros. Discovery - Atlanta, GA

- Oversee all aspects of 80+ Network feeds, near live content record.
- Ensure overall quality, flexibility, and consistency of broadcast operation center services.
- Identify and implement improvements for operational efficiency.
- Managed budgets effectively, ensuring optimal financial performance while investing in necessary resources for business growth.
- Achieved departmental goals by developing and executing strategic plans and performance metrics.
- Developed high-performing teams by implementing effective recruitment, onboarding, and talent development strategies for over 85 employees.
- Streamlined workflows by identifying bottlenecks in existing systems and implementing appropriate solutions.
- Led cross-functional teams to achieve project goals, fostering collaboration and innovation.
- Evaluated employee performance and conveyed constructive feedback to improve skills.

CONTENT ORINATION MANAGER | 01/2020 to 04/2022**Warner Media - Atlanta, GA**

- Mediated staff conflicts by actively listening to concerns and identifying suitable compromises for a team of over 85 members.
- Cross-trained existing employees to maximize team agility and performance.
- Monitored and analyzed business performance to identify areas of improvement and make necessary adjustments.
- Communicated clearly with employees, suppliers and stakeholders to keep everyone on same page and working toward established business goals.
- Established team priorities, maintained schedules and monitored performance.

CONTENT ORINATION SUPERVISOR | 03/2019 to 01/2020**Warner Media - Atlanta, GA**

- Supervise and oversee a diverse group comprising 10 talented video editors, 15 video quality control technicians, 25 program feed record operators, 4 DVD and Blu-ray authors, Master Control Operators, and closed captioning specialists.
- Facilitate staff development through coaching, hiring, performance evaluations, and disciplinary actions, resulting in a 25% increase in team productivity and a 15% improvement in employee retention rates over the year.
- Create new processes and document Standard Operating Procedures, leading to a 30% reduction in operational errors and a 20% increase in workflow efficiency, which enhanced overall team performance.
- Oversee various databases to ensure the integrity of stored metadata, achieving a 98% accuracy rate in data management and contributing to more reliable reporting and analysis across projects.
- Collaborate with Senior Managers, Executives, and Engineers across Turner Broadcasting Systems Inc. on department development and workflows.

MEDIA ADMINISTRATION TEAM SUPERVISOR | 03/2013 to 03/2019**Turner Broadcasting System Inc. - Atlanta, GA**

- Collaborated with cross-functional support teams to oversee daily operations and proactively identified and addressed operational challenges by applying established processes, expertise, and sound judgment.
- Designed, proposed, and executed strategies aimed at enhancing productivity, performance, quality, and career advancement opportunities for team members.
- Encouraged enhancements in performance metrics through diverse programs and initiatives aimed at recognizing outstanding effort and significant contributions.
- Maintained records of coaching and development sessions, corrective actions, and performance improvement plans to assist staff in achieving key performance indicators.

SENIOR MEDIA COORDINATOR / SENIOR VIDEO EDITOR | 01/2007 to 03/2013**Turner Broadcasting System, Inc. - Atlanta, GA**

- Reduced edit and delivery times by actively tracking and monitoring project timelines, along with determined effort to secure customer approvals.
- Established and nurtured strong business relationships with clients while representing company during negotiations.
- Worked together with internal teams and various Turner Broadcasting networks to produce, edit, and creatively enhance daily hot starts, squeezes, promos, and teasers.
- Developed daily production templates for use by less experienced editors.

EDUCATION

Troy University - Montgomery, AL | Master of Science

Business Management, 12/2006

Troy University - Montgomery, AL | Bachelor of Science

American History, 12/2004

CERTIFICATIONS & AWARDS

- Adobe Certified Professional in Digital Video Using Adobe Premiere Pro
- FAA Part 107 Remote Pilot Certificate
- Agile Project Management Certification (TT4QKQK2494V)
- SAG ACB Award - Sep 2023