

# Kim Brown, MBA, SPHR

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## HR Manager

**Change Agent ♦ Strategist ♦ Team Player ♦ Thought Leader**

I am a results focused HR professional driven to deliver innovative and applicable business solutions while cultivating an environment of trust and continuous improvement.

### **Selected Achievements**

- Corporate liaison for all US and global (Europe and Asia) manufacturing facilities.
- Managed a large scale software optimization and implementation project with Taleo and Plateau.
- Created a talent management strategy and presented the business case to the CEO and executive management team to obtain necessary funding to implement systems and programs.
- Designed, developed, and delivered enterprise-wide SAP e-Recruiting training materials.
- Lead HR due diligence for several potential mergers & acquisitions.
- Developed and implemented a finance rotational development program.

### **Professional Experience**

#### **Manufacturing Company** HR Manager – Local Plant

**2009 - Present**

- This is a dual role serving on the plant leadership team to manage the HR department for the local plant as well as the strategic HR business partner to the corporate purchasing group to create and align HR strategies to meet the objectives of the business.
- Develop the HR strategy to align with business objectives.
- Coach and influence senior leaders (SVP, VP, and Director levels) on people practices.
- Serve as the power user and business readiness lead for the company-wide SAP SuccessFactors implementation (training and communications).
- Coach and develop the HR team
- Create and execute the employee communications strategy for both groups.
- Lead all community relation events and activities for the plant
- Manage HR department budget.
- Facilitate corporate training and program roll outs.
- Consult with managers regarding all talent decisions (pay, promotions, transfers, etc.).

#### HR Manager – Corporate Centers

- Served as the strategic HR Business Partner for global Finance (including Europe, China, and India), Communications, and Shared Services (500+ employees total, includes 150+ employees in India) to create and align HR strategies to meet the objectives of each functional group.
- Lead HR Due Diligence for several potential mergers & acquisitions.
- Developed a strategic workforce plan to include development and staffing plans.
- Facilitated change management initiatives; coached leaders on organizational design and effectiveness to include significant restructures.
- Created and implemented a Finance Rotational Development Program to build bench strength.
- Managed Talent Management processes (performance, succession planning, mentoring, assessments, etc.).
- Facilitated Behavioral Based Interviewing and Fair Employee Practices training.
- Participated on compensation committee to evaluate job descriptions using Hay Methodology.

### Principal Talent Management Program Designer

- Contributed to the creation and execution of enterprise talent strategy and planning.
- Lead a team of six to create competency models and map technical career paths for technical roles.
- Lead a cross-functional HR team to design processes and systems for global talent reviews and succession planning.
- Served as co-lead of a cross-functional HR team to re-engineer performance management processes and tools using the ADDIE Model.
- Provided thought leadership on organizational development practices and talent management programs (i.e., change management, organizational design, development planning).

### **Energy Corporation**

**2008 - 2009**

#### Learning and Development Specialist

- Designed, developed, and delivered enterprise-wide SAP e-Recruiting training materials.
- Conducted needs analysis to align learning programs with business strategy.
- Developed instructor led and web-based course content.
- Determined learning delivery methods to ensure a blended learning environment through curriculum offerings.
- Leveraged external research and best practices to develop and maintain effective training delivery.

### **Manufacturing Company**

**2006 - 2008**

#### Sr. Talent Management Analyst

- Presented to the CEO and executive management team to obtain necessary funding to implement systems and programs to support the strategy.
- Created a comprehensive enterprise-wide change management and communication plan.
- Lead a cross-functional HR team to develop a global onboarding program that impacted turnover, enhanced new hire experience and engagement, and improved employer of choice branding.
- Created and published a metrics dashboard that provided analysis around turnover and included thought leadership to improve retention.
- Lead reorganization of the recruiting department, crafted new talent acquisition strategy , re-engineered the selection process, and developed new polices and procedures to reduce time to fill and costs associated with third party recruiters.

#### HR Partner

- Acted as corporate liaison for all US and global manufacturing facilities
- Coached and developed managers by providing guidance on sensitive issues
- Handled the immigration process for associates who required sponsorship (H1-B Visa, TN Visa, and Green Card).

### **Company HR**

**2005 - 2006**

#### HR Coordinator

- Managed the operations of the Human Resources Department for 55 in-house employees as well as 350 (nationwide) contract employees.
- Coached and developed the HR team.
- Managed the vendor relationships and the processes for all employee benefits, COBRA, HIPAA, FMLA, Workers' Compensation, and Unemployment.
- Recruited, interviewed, negotiated offers and on-boarded new employees.
- Conducted new manager training.

### **Insurance Company**

**2001 - 2005**

#### HR Leave of Absence Specialist/HR Service Center Representative

- Handled intermittent leave of absence cases and determined STD, LTD and FMLA eligibility.
- Utilized PeopleSoft to assist managers in hiring, terminating, promoting, and demoting employees.
- Answered questions regarding all aspects of payroll, educational assistance, and benefits.
- Served as team trainer for new hires.

## **Education**

### **ABC University**

Masters Degree – Management, MBA

### **The University of State**

Bachelors of Science, BS

## **Additional Information**

**Technical** – Proficient in all Microsoft Office applications, Certified Senior Professional Human Resources (SPHR), Certified DDI Facilitator.