

Candidate Name

123 Main Street, Some Town, State, 12345

617.233.1234 (p)

617.233.4321 (f)

email@emailhost.com

Profile

Senior human resources executive and consultant with over twenty years of experience in helping companies maximize ROI of human capital strategy, structure, and processes. An established track record of dedication to improvement of individual and organizational performance. Deep knowledge of all technical HR functions with particular emphasis on Talent Management – recruitment, development, performance management, and deployment. Recognized as an engaging communicator and compelling leader.

Professional Experience

ABC Company 1 – Newton, MA

Director Talent Management (April 2006 – November 2007)

Reporting to SVPHR, served as chief talent officer with accountability for all enterprise recruitment and selection, succession planning/management, performance management, and learning programs from operational skills to leadership development. Key architect of human capital strategies. Managed staff of 45 through five direct reports. Results achieved include:

Contributions:

- Integrated Talent Management, Performance and Rewards, and Leadership strategies through development and implementation of competency-based processes and systems including e-Performance, Taleo, and custom applications. EVA ongoing.
- Directed recruitment redesign including organization structure, roles, responsibilities, business processes, and implementation of leading technology platform (Taleo) leading to improved time to fill and cost per hire metrics. \$1.0M/year.
- Led design, development and implementation of Blue University, an enterprise learning delivery system with curricula ranging from desktop technical to management and leadership development. Estimated value added, \$1.5M/year.
- Developed and implemented performance management and succession planning processes enabled by PeopleSoft 8.9 upgrade. Estimated value added, \$5-10M/year.
- Drove change leadership initiatives for HR and culture transformation characterized by accountability, performance focus, and innovation. Estimated value added, \$15-20M/year.

ABC Company 2 – Atlanta, Georgia

Senior Manager (June 1999 – April 2006)

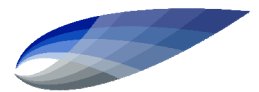
Led Organization and People Performance consulting group focused on HR strategies, structure, processes, delivery systems, and technology platforms. Presented, sold, and managed client engagements with demonstrated human capital ROI across a variety of industries including health plans, pharmaceutical, retail, consumer, telecommunications, utilities, manufacturing, financial services, and federal/state/local governments. Human capital functional areas addressed included Talent Management, Organizational Design and Development, Performance Management and Rewards, Competency-based Tools and Applications, and Technology Implementations. Representative clients include Aflac, Coca Cola Enterprises, Winn-Dixie Stores, Limited Brands, Pharmacia, Pfizer, Nextel, AGL Resources, Turner Broadcasting, U.S. House of Representatives, U.S. Department of Homeland Security, and Inspector General of the Coalition Provisional Authority.

Examples of client engagements and results include:

Contributions:

- For Aflac, led an integrated Talent Management redesign aligned with Aflac's business strategy including restructuring of talent acquisition, development of culture and job fit competencies, and creation of a Leadership Development curriculum based on validated leadership competencies. Estimate value added was \$3-5M over the first two years.

continued...



Candidate Name

123 Main Street, Some Town, State, 12345

617.233.1234 (p)

617.233.4321 (f)

email@emailhost.com

Professional Experience

ABC Company 2 – Atlanta, Georgia (continued from prior page)

- For Pharmacia Corp., redesigned the Global Staffing organization including structure, processes, and ATS technology. Demonstrated sufficient ROI to gain senior management support.
- For Limited Brands, served as recruiting subject matter expert in an HR transformation that produced a more responsive service delivery model and integrated talent management processes throughout the enterprise.

For the Chief Administrative Officer, U.S. House of Representatives, developed an HR strategy and balanced scorecard (in partnership with the Balanced Scorecard Institute) linking individual performance directly to the strategy and member service focus of the organization. Estimated value added was \$1-2M/year.

ABC Company 3 – New York, New York

Director of Staffing, Global HR Solutions (November 1993 – June 1999)

Served as National Staffing Director for the Human Resource Advisory practice of Coopers & Lybrand, working closely with the Firm's Vice Chairman. At the merger with Price Waterhouse, appointed to the Global Recruiting Leadership Team with responsibility for the Global HR Solutions practice. Developed talent acquisition strategies, structure and processes. Led the recruitment of senior level consultants including direct admission partners to grow and manage the \$.5B business.

Key achievements included:

- Team leader in the development of the first on line application process in the professional services industry
- Introduced competency based, structured interviewing processes that significantly increased quality of hires
- Continually improved cost per hire and time to fill metrics,

ABC Company 4 – Chicago, Illinois

Recruiting Director, U.S. Central Region (May 1985 – November 1993)

Led talent acquisition strategy and execution for Chicago, Milwaukee, and Minneapolis offices. Helped start the Chicago HRM practice to augment the existing retirement, health & welfare, and compensation practices. Elected an Associate Principal by Mercer National Management group.

Qualifications

Education

MA Organizational Psychology
University of Illinois – Springfield, IL
BA Psychology, Biology
University of Miami – Coral Gables, FL

Professional Affiliations:

Certified practitioner for all Lominger Competency Tools and Applications. Represented ABC Company 1 in alliance with Lominger and at Lominger sponsored conferences.