**PROFESSIONAL SUMMARY**

Human Resources and Training Leader ready to work with all levels of your company to build competencies, strength and confidence through learning. Together, we can drive core company goals and achieve business results by creating winning organizational designs where properly trained employees can be engaged, thrive and succeed.

**PROFESSIONAL EXPERIENCE**

**HRrenewal –** Greater New York area (05/18-present)

Lead Consultant/Trainer

Provide human resources and training consulting services. Expert level training support for clients based upon a substantial amount of professional experience across a broad base of organizational designs. Currently offering comprehensive sexual harassment training support services including the upcoming mandatory sexual harassment prevention training for businesses in or doing business with New York State and New York City.

**Zelis Healthcare** – Bedminster, New Jersey (05/14-05/18)

Vice President, Human Resources

Joined this recent start up to implement new and progressive human resources designs and training initiatives in this fast growing and extremely successful cost management company. Implemented and maintained organizational wide training programs including the extremely successful launch of the Management Coaching Forums which were small group sessions with related managers to provide accelerated management development across the organization. Assisted with the positioning of the organization for recent acquisition and upcoming sale.

**Jackson Hewitt -** Parsippany, New Jersey (01/2012-04/2014)

Vice President, Human Resources

Drove a highly leveraged HR team during a uniquely short annual revenue window with a focus on employee relations support and corporate wide training initiatives. Various training programs were developed including the implementation of a top performer program with coaching support; franchisee soft skill training and an organizational wide professional development series that directly drove improved business results for both company owned and franchised locations.

**Lorillard Corporation -** Greensboro, North Carolina (02/2010-01/2012)

Director, Organizational Effectiveness

Worked with executive, senior management, management, supervisory and employee teams to create and build winning organizational designs that led to exceptional cultures. Headed up the company wide training function to support organizational initiatives including comprehensive performance and succession planning training. Led senior level leadership coaching, management training as well as soft skill training across the organization.

**HRrenewal –** Tristate area (12/2008-02/2010)

Lead Consultant/Trainer

Human Resources consulting and training services to startups, small business as well as large and international organizations. Improved performance through training resulting in engagement and cultural satisfaction.

**BMW of North America -** Woodcliff Lake, New Jersey (06/1998-12/2008)

Manager, Human Resources (10/2007-12/2008)

Led the human resources function supporting North America. Organizational design included a matrix reporting structure to both North America and Munich, Germany. International team member of the Performance Review Training Initiative for organizational wide performance training programs.

Performance Management Manager (05/2001-10/2007)

Personally, established this new training role for the company based on contemporary leadership and training guidance at the time.

* Leadership training for the Management Associate Program for high potential employees
* Led the annual Group Performance Review program company-wide including pre-participant training
* Led professional development training programs based on group performance review outcomes
* Provided one-on-one coaching programs for identified associates on an ongoing basis

**BMW of North America -** Woodcliff Lake, New Jersey (continued)

Human Resources Services Manager (06/1998-05/2001)

I was initially hired as a Human Resources Services Manager to support to the non-sales side of the business which included Information Technology, Operations, Finance and Aftersales.

During my career with BMW of North America, I handled internships, recruiting, career planning and development, corporate wide training programs and initiatives, employee relations, compensation, relocation, performance management, domestic and international succession planning, high potential programs, performance recognition, group review programs, mentoring, coaching and international human resources Additionally, I was a key member for due diligence, acquisition, integration and divestiture team including the purchase and subsequent sale of Land Rover of North America to Ford Motor Company.

**NYCE Network -** Woodcliff Lake, New Jersey (01/1991-06/1998)

Director-Human Resources

Selected to design and create the human resources and training function for this successful start-up technology company. Established company-wide soft skill training programs for executives, leaders and management. Forward thinking human resources policies and training provided significant assistance without interfering with an existing entrepreneurial environment to support continued growth and expansion. Provided integration training for both legacy and acquired teams. Company-wide training included soft skill one-on-one coaching assignments.

**Mellon Bank -** Fort Lee, New Jersey (08/1988-01/1991)

Assistant Vice-President, Human Resources

Hired to specifically establish the management training function for the organization in technical transition. Maintained matrix reporting relationship with Headquarters in Pittsburgh, Pennsylvania and this stock transfer division in Fort Lee, New Jersey. Improved organizational performance through award winning executive leadership and management training company wide.

**Bell Atlantic -** Somerville, New Jersey (09/1985-08/1988)

Corporate Training Manager

Hired as a high potential management trainee before being assigned to the Human Resources department. Initially served as Employment Manager before being promoted to the Corporate Training Manager position.

**AWARDS AND EDUCATION**

**Jackson Hewitt** – Top Performer Award Recipient

**BMW of North America** – Top Performer Award Recipient

**NYCE Corporation** – Corporate Performance Recognition Award Recipient

**Mellon Bank** – Premier Achievement Award Recipient for Training Contributions

**OHIO UNIVERSITY -** Athens, Ohio

 Master of Arts Degree: Organizational Communication

 Full Scholarship: Teaching Associate – Public Speaking Instructor

**UNIVERSITY OF MIAMI -** Miami, Florida

Bachelor of Arts Degree: Double Major – Speech Communication and Psychology

**PROFESSIONAL MEMBERSHIPS AND REFERENCES**

International Society of Performance Improvement (ISPI) – Guest speaker at 2018 annual conference

Society for Human Resources Management (SHRM) – longstanding conference participant and member

Association for Talent Development (formally the American Society for Training and Development)

DISC Training (Personality Testing) Certified

References available upon request