

JOHN SMITH

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HUMAN RESOURCES EXECUTIVE

Corporate HR Strategy | Legal Compliance | Talent Recruitment & Management | Employee Relations

Offer 15+ years of expertise driving organizational growth and effectiveness by generating and executing strategic, corporate human resources initiatives. Articulate leader and trusted advisor who connects with others at all levels to align people, skills and growth capacity to fulfill organizational needs. Excel at escalating employee performance, engagement and satisfaction by forging strong employee relations, promoting work-life balance and building competency through professional development. Proactive change champion, facilitating personnel integrations, as well as systems and technology transitions that boost efficiency and productivity. Innovative and collaborative – conceiving, driving and analyzing solutions to business challenges.

KEY PROFICIENCIES & ATTRIBUTES INCLUDE:

Business Strategy • Change Management • Leadership Coaching • Benefits Programs • Employment Law
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Employee Relations & Engagement • Workforce Planning • Risk Management • Diversity • Job Analysis • Word & Excel
HRIS Systems: PeopleSoft, HR Source, Taleo & People Matter • Fluent in English, Spanish & Portuguese

RECENT EXPERIENCE & SELECTED MAJOR ACCOMPLISHMENTS

CORPORATE HR DIRECTOR: Coral Springs, FL • *STARBOARD GROUP MANAGEMENT COMPANY, INC.*

2020–Present

HR STRATEGY & BUSINESS OPERATIONS

- Reporting directly to President, steer global HR strategy for policies, programs and services as a one-person HR department for Employer of Choice with 3,000+ employees across 79 national franchise locations.
- Prevented need to hire additional staff during business growth by sourcing new technology systems, consolidating four task systems into one for a variety of HR tasks.
- Facilitated smooth integration of 15 new locations and 600+ new employees into company infrastructure, culture and system with no business interruptions, through involvement in both pre and post-acquisition processes.
- Saved administrative time and \$42K+ in one year by outsourcing employment verification, unemployment claims verification and Family Medical Leave Act (FMLA) tasks.

WORKFORCE PLANNING

- Generated \$9K in training grant money over six months from State of Alabama by working with State to enter grant program in which 50% of gross wages are shared for all FTEs during probationary periods.
- Consistently exceed target of 90% of promotions from within by partnering with business operations to execute succession planning and talent management initiatives and by working with local leaders to ensure each market has the bench strength to support organizational growth initiatives.
- Surged number of job applicants completing WOTC questionnaires by 20%, increasing tax credits by \$60K in one year, by researching and integrating a new WOTC vendor that eased the questionnaire completion process for candidates.

EMPLOYEE RELATIONS

- Communicated clear employee expectations by transforming outdated employee policy manual into an updated electronic handbook, compliant in all states. Rewrote content and liaised with outside counsel on legal implications.
- Built relationships with district and general managers to advise on personnel decisions and support diversity initiatives.

LEGAL COMPLIANCE

- Cut employment related legal fees by 20%, or \$50K, in one year by providing manager training on subjects including wrongful dismissal, wage and hour laws, FMLA compliance and sexual harassment claims.
- Reached current 100% compliance with Affordable Care Act (ACA) mandates by January 2022, preventing costly non-compliance fees, by closely tracking and controlling hours worked for 3,500 part-time employees and ensuring adequate and affordable healthcare insurance offered for all eligible FTEs.

RISK MANAGEMENT

- Shifted all risk for payroll taxes and compliance from internal payroll to a vendor by outsourcing payroll responsibilities.
- Decreased OSHA recordable rating to 23% below industry standards and saved \$500K in workers compensation and general liability claims over two years by piloting project to intensify management training on claim reporting and implement an aggressive accident investigation process to identify root causes of incidents and enact corrective action.

PERFORMANCE MANAGEMENT

- Drove 100% milestone achievement by transitioning company-wide performance management system from an antiquated paper-based method to an easy-to-use, web-based solution called 'Small Improvements.'

Resumes For Executives And Professionals

Ying-Ying Zheng



Resumes For Executives And Professionals:

Top Notch Executive Resumes Katharine Hansen, 2025-09-12 Branded resumes that illuminate the candidate's unique value proposition and ROI are a must in today's quest for the executive suite. Top Notch Executive Resumes not only explains how to integrate branding into career marketing communication but also how to craft resumes that address your fit with the organization's mission and meet an employer's specific business needs. Hansen instructs high-level professionals in framing past accomplishments so that the employer can visualize the executive's strategic vision and industry insights as well as what he or she can contribute. Highlights of the book include: A huge collection of resume samples in cutting-edge formats organized by profession for easy navigability. Examples of a wide variety of complementary documents including leadership profiles and executive bios that top-level professionals need to round out their executive portfolios. Special additional features including the preferences and peeves of hiring decision makers, guidelines for working with recruiters, frequently asked questions, and case studies detailing complete job search marketing campaigns. Let Top Notch Executive Resumes get you into that corner office. **CareerJournal.com Resume Guide for \$100,000 + Executive Jobs** William E.

Montag, 2002-10-22 The Proven Professional Resume and Job Search Guide for Executives in the 100K and Above Salary Range. This new expanded edition of a classic bestseller supplements veteran career advisor William Montag's years of experience with the powerful online resources of CareerJournal.com, The Wall Street Journal's own career Web site. Let this handy resource be your own professional executive coach with up-to-the-minute advice on how to land your ideal executive job using proven high-visibility marketing techniques. The top-notch real-world resume and cover letter samples inside will help you launch your search with the same competitive edge held by the top-level clients of Montag Associates. You'll learn how critical self-marketing is to your success and how to maximize your marketability by pairing the perfect cover letter with the right resume for any job opportunity. By combining the author's power packaging and patented Expansionist Theory™ methods with 24/7 online job search strategies, you can outmarket, outsmart, and outclass the competition. Put your executive job search on the fast track with all the marketing techniques and online skills of professional executive career coaches. Up-to-date listings of the best career and job search sites on the Internet. Sample resumes accompanied by their own specially designed cover letters. Frequently asked questions and market-tested answers. Top ten rules for the twenty-first century job market.

Motivated Resumes & LinkedIn Profiles Brian E. Howard, 2017-11-01 Book Five in Motivated Series by Brian E. Howard. Resumes are the cornerstone to any successful job search, and this resource gives you unprecedented insight and advice from more than a dozen of the most experienced and award-winning resume and LinkedIn profile writers in the industry. Get inside the minds of these writers to learn how to create impactful materials that get you interviews and job offers. Learn how they think about keywords, titling, branding, accomplishments, format, color design, and a host of other resume writing and LinkedIn profile considerations. Become an insider and learn the secrets from some of the very best. [Top](#)

Secret Executive Resumes, Updated Third Edition Steven Provenzano CPRW / CEIP, 2021-03-03 Newly revised and updated this is the industry standard for executives and professionals in all major industries and includes a free resume review by the author Steven Provenzano is President of ECS Executive Career Services and DTP Inc ECS is a team of certified experts specializing in career marketing at all income levels Mr Provenzano is the author of ten highly successful career books including Top Secret Resumes Cover Letters 4th Ed the Complete Career Marketing guide for all job seekers He is a CPRW Certified Professional Resume Writer a CEIP Certified Employment Interview Professional and has written or edited more than 5000 resumes for staff managers and executives at all income levels during his 20 years in career marketing and corporate recruiting His team is so highly regarded they were selected to write more than 1500 resumes for all of SAP America s domestic consultants Steven has appeared numerous times on CNBC CNN WGN NBC ABC in Chicago in the Wall Street Journal Chicago Tribune Crain s the Daily Herald and on numerous radio programs His work is endorsed by Chicago Tribune career columnist Lindsey Novak as well as top executives from the Fortune 500 including Motorola Coca Cola and other firms You may email your resume direct to the author for a free review to the email provided on the back cover

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and Cover Letters: The Complete Career Guide for All Job Seekers, Updated Fourth Edition Steven Provenzano, 2021-03-25 Newly revised and updated this is the industry standard for executives and professionals in all major industries and includes a free resume review by the author Steven Provenzano is President of ECS Executive Career Services and DTP Inc ECS is a team of certified experts specializing in career marketing at all income levels Mr Provenzano is the author of ten highly successful career books including Top Secret Resumes Cover Letters 4th Ed the Complete Career Marketing guide for all job seekers He is a CPRW Certified Professional Resume Writer a CEIP Certified Employment Interview Professional and has written or edited more than 5000 resumes for staff managers and executives at all income levels during his 20 years in career marketing and corporate recruiting His team is so highly regarded they were selected to write more than 1500 resumes for all of SAP America's domestic consultants Steven has appeared numerous times on CNBC CNN WGN NBC ABC in Chicago in the Wall Street Journal Chicago Tribune Crain's the Daily Herald and on numerous radio programs His work is endorsed by Chicago Tribune career columnist Lindsey Novak as well as top executives from the Fortune 500 including Motorola Coca Cola and other firms You may email your resume direct to the author for a free review to the email provided on the back cover

Expert Résumés for Managers and Executives Wendy S. Enelow, Louise Kursmark, 2007 This collection of resumes is aimed at people at all levels of management from front line supervisors to top level executives In addition to hundreds of pages of sample resumes the authors present sound resume writing advice including how to create and use an electronic resume The appendix includes Internet resources for an effective online job search New for the second edition is a section of cover letter samples and writing advice

Resumes and Cover Letters for Managers Anne McKinney, 1999 Destined to become the bible for managers who want to make sure their resumes and cover letters open the maximum number of doors while helping them maximize in the salary negotiation process From office manager to CEO managers trying to relocate to or from these and other industries and fields will find helpful examples Banking Agriculture School Systems Human Resources Restaurants manufacturing Hospitality Industry Automotive Retail Telecommunications Police Force Dentistry Social Work Academic Affairs Non Profit Organizations Childcare Sales Sports Municipalities Rest Homes Medicine and Healthcare Business Operations Landscaping Customer Service MIS Quality Control Teaching the Arts and Self Employed

Designing the Perfect Resume Pat Criscito, 2005-11-01 Job seekers will find step by step instructions for creating an effective resume that presents their background and qualifications in the very best light They will learn the difference between functional and reverse chronological resumes and get advice on which style is best for their needs They'll also find tips on making the most effective use of type fonts graphic devices and attractive layout when preparing a resume as well as advice on creating electronic resumes Many different job categories are reflected in this book's 220 sample resumes which can be adapted and personalized for use by job seekers New in this are more than 100 new resume designs created by members of the National Resume Writers Association NRWA

Beyond the Resume: The Hidden Psychological Toll on

Young Professionals Anand R.,2025-04-19 In a world that praises hustle and glorifies productivity a quiet crisis is unfolding behind polished LinkedIn profiles and glowing performance reviews Beyond the Resume The Hidden Psychological Toll on Young Professionals is a raw unflinching exploration of the psychological challenges silently consuming today s young professionals from entry level dreamers to rising stars poised for leadership As organizations race toward innovation and disruption a generation of talent is burning at both ends emotionally mentally and spiritually This book peels back the layers of high functioning anxiety unspoken trauma and invisible workplace dynamics that are causing countless individuals to falter fall behind or even disappear entirely from their careers and lives Beyond The Resume is not just a diagnosis it s a call to action For HR leaders educators managers and mental health advocates this book serves as both a warning and a guide For those silently suffering it offers validation clarity and hope It s time to stop celebrating burnout and start rebuilding workplaces that protect the human behind the professional Because if we continue to ignore the minds of the future we may not have much of a future left

Resumes for Executives and Professionals Maury Shykind,1984-01-01 Tells how to determine career goals create a job search strategy prepare an effective resume prepare for interviews and evaluate job offers

Better Resumes foe Executives and Professionals Robert F. Wilson,Adele Lewis,2000-07-01 Men and women seeking business leadership positions require a special kind of r sum Updated and filled with tips on getting the most out of internet facilities and word processing software this book presents more than 100 model r sum s that apply to business management positions Readers can use them as models for their own r sum s Model r sum s include editorial director controller software engineer systems engineer mainframe programmer and many others

Killer Cover Letters and Resumes WetFeet (Firm),WetFeet,2014

Lose the Resume, Land the Job Gary Burnison,2018-02-01 Lose the R sum breaks down every aspect of job hunting explaining what matters and what doesn t The New York Times Book Review Lose the resume and land that coveted job Gone are the days of polishing up your resume and sending it out at random At every level today you need to lose the resume in order to land the right job In other words you have to learn to tell a story about yourself that speaks to your competencies purpose passion and values Lose the Resume Land the Job shares the new rules of engagement How you must think act and present yourself so you can win Based on inner exploration drawn from the IP of the world s largest executive recruiting firm the book gleans insights and stories the good the bad and sometimes the ugly from Korn Ferry recruiters across the globe who work with thousands of candidates each day It helps you gain a deeper perspective on who you are what you re passionate about the cultures in which you fit the kind of bosses you should work for and where you can bring the most value to organizations Includes assessments questionnaires and other tools Candid advice for young professionals through middle managers Offers trusted guidance from the same firm that has shown 8 million executives how to achieve their career goals and that puts a professional in new job every three minutes Helps you build a plan for the future so you can contribute more to the next employer Getting a job and more importantly building a career has

never been more complex Lose the Resume Land the Job helps you score the positions that align with your passion and match your attributes and that will put you on a trajectory toward bigger and better things **Winning Resumes** Robin

Ryan,2002-10-17 A new and improved edition of the ultimate resume guide A career coach and syndicated columnist shows how to use her powerful Goldmining technique to create the most effective resume possible This remarkable technique is a seven step process that brings out all of the candidate s most marketable skills and accomplishments This new edition is updated to offer even better career advice from one of the foremost authorities on job search and hiring practices including all the newest information on the best ways job hunters can use the Internet to their advantage Includes a list of dozens of mistakes to avoid and ways to make the resume stand out as much as possible Also featured are tips from human resources personnel and hiring managers on key mistakes applicants make on their resumes **The \$100,000 Resume** Craig S.

Rice,1998 The definitive guide to the special requirements of the executive resume Cover Jeff Allen's Best: The Resumes

Jeffrey G. Allen,1990-10-08 Deals with how to write your resume Based on his 25 plus years of helping people get hired author Jeffrey Allen covers general rules including developing the resume from the ground up creating the style major do s and don ts and marketing strategy of yourself Following this it examines resumes for specific professions such as executive professional science and engineering Then discussions center on special or unique problems one may encounter The area of video resumes is also covered Finally sample resumes are presented for numerous occupations including accounting advertising computer science law management trainee and office manager

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web compute the a work done by the applied force in 10 s b work done by friction in 10 s c work done by the net force on the body in 10 s d change in kinetic energy of the body in 10 s and interpret your results answer a we know that u K frictional force normal reaction frictional force u K x normal reaction

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