**Example #3, MBA**

San Jose, CA 95119 | [Example@outlook.com](mailto:Example@outlook.com) | 408.555.5555 | [www.linkedin.com/in/exampletest](http://www.linkedin.com/in/exampletest)

**Senior Human Resource Business Partner | Global Technology Sector**

An accomplished HRBP with a 15+ year track record that includes HR program & process management, global employee benefits development, and successful enterprise-wide HRIS implementation projects. Analytical leader delivering measured results in alignment with business initiatives and executive leadership. Strategic liaison able to collaborate cross-functionally across various domestic/international departments and organizational levels.

*Global Benefits Management | Total Rewards | HR Policy Development/Implementation | Change Management |*

*Vendor Management | Employee Engagement | Learning & Development | Organizational Development (OD) |*

*Organizational Effectiveness (OE) | Workplace Investigations | Talent Planning & Management | HRIS (Workday) |*

*Employee Relations/Engagement | Workforce Planning | Human Capital Management (HCM) | Process Improvement*

**Key Accomplishments**

* Establish leadership development programing, align initiatives with executive stakeholders, scale/sustain an engaging company culture, and provide an environment for career-oriented growth improving employee retention
* Direct and deliver enterprise-wide HR process improvement programs, performance management systems, and create actionable resources aligned with key stakeholders that mitigate risk and ensure global consistency
* Drive global consistency across the HR organization through the evaluation, management, and implementation of HRIS Systems & Business Management solutions including (Workday) and global payroll technologies (Ultimate Software)

**Professional Experience**

**Uplift heresay |** Palo Alto, CA 2018 – Present

*A full-service mobile app marketing/retargeting platform that runs ROI-optimized user acquisition and retention campaigns*

***Global Human Resource Business Partner, (U.S., Japan, UK, Singapore, Korea)***

* Oversee the creation and implementation of global HR programs & policies, maintain compliance with country/federal/state-specific employment regulations, and collaborate with executive leaders on organizational goals
* Manage global benefits, payroll processes, recruiting, and compliance initiatives (U.S., UK, Japan, Singapore, Korea)
* Develop consistency across global annual/semi-annual performance appraisal processes and provide strategic recommendations based on collaborative efforts with legal, compensation, global HR and executive leadership teams
* Review, analyze and discuss employee survey with management, translating results into action items
* Lead global vendor selection process/implementation of a new Human Capital Management (HCM) and payroll system
* Coach managers and employees regarding complex employee relations issues; conduct investigations and support managers with employee performance improvement plans
* Direct and develop global enterprise-wide performance management initiatives, process efficiencies, and actionable resources in alignment with key stakeholders and executive leadership
* Ensure regulatory compliance and mitigate legal risk by maintaining/creating actionable programs & policies

**Gorning** (NASDAQ: GLWG) | Redwood City, CA 2018

*A global internet connection and data center platform for digital businesses across 50 markets/5 continents (11k employees)*

***Human Resource Business Partner (Global)***

* Developed a global employee experience by through organizational development, change management, and employee engagement solutions in partnership with executive management, HRBPs, and leadership teams (APAC, EMIA, Americas)
* Drove global workforce plan and human capital strategies, gaining knowledge of the business, budgets, and revenue goals
* Led talent review, executing plans to address strengths and performance gaps, support promotions and merit increases
* Created career framework providing a transparent view of all jobs within its family, bringing alignment to all global jobs
* Partnered with HRBPs and cross-functional teams to establish company-wide learning & development (L&D) initiatives, improve recruiting/talent management processes, and ensure global consistency with HR related best practices
* Reviewed current business practices and recommended solutions for HR related succession plan evaluations, growth strategies, mergers and acquisitions (M&A), position eliminations and business process improvement initiatives
* Provided talent development guidance to leadership including employee coaching, counseling, career development, and performance improvement; Resolved employee relations issues, and conducted both investigations and exit interviews
* Headed day-to-day talent development guidance to leadership such as employee coaching, counseling, career development, and performance improvement
* Liaised with other HRBPs and cross-functional teams regarding strategic communications, HR projects and best practices

**VIDA Vi Loca** | Santa Clara, CA 2013 – 2018

*Technology company that designs GPU and system-on-chip units for gaming, professional, mobile, and automotive markets*

***Senior Human Resource Generalist / Business Partner***

* Implemented business solutions across HR Operations, Learning & Development, Talent Acquisition, Compensation, HRIS, and Legal Compliance teams and coordinated the implementation of Workday as the new global HR system
* Reviewed and resolved complex employee relations issues, providing coaching and counsel to leaders and managers
* Led workplace investigations, resolving complaints and claims of violation of employment laws, company policy and ethics
* Partnered with leadership and compensation teams on improvements to career model based on analytical market data
* Responsible for HR analytics/metrics, oversaw talent development initiatives, and led annual review processes
* Partnered closely with HRBPs in support of delivering on the global people strategy and operational plan
* Improved workforce planning, applicant tracking, and candidate management through the review, coordination and implementation of an improved HCM system

**APP NEXT, Inc.** | Sunnyvale, CA 2007 – 2013

*A hybrid cloud data services/data management company for applications/data across cloud and on-premises environments*

***Benefits Program Manager*** *(2009 – 2013)*

* Managed U.S. vendors, implementing new benefits outsourcing and wellness vendors, oversaw evaluation process and reviewed proposals to determine best fit, and evaluated program usage, effectiveness and cost, and competitive trends
* Managed accounting, fringe benefits and budget review while working with benefit team and finance department
* Spearheaded health & wellness programs, annual health fair, annual enrollment, benefit educational sessions, flu shots, and biometrics screenings for 8+ U.S. based locations
* Developed new employee communications for annual enrollment including plan design and healthcare reform changes
* Lead redesign of a new benefits website in collaboration with internal branding teams to increase employee engagement

***Human Resource Generalist*** *(2007 – 2009)*

* Partnered with client groups on hiring process; created offer packages, initiated requests for offer process, and ensured that all employment documents were properly completed and submitted for processing to the appropriate departments
* Supported and recommended business processes to improve employee systems and customer satisfaction, and to help streamline efficiency; prepared and analyzed reports used to carry out departmental and global business unit functions
* Managed terminations and severance using Oracle PeopleSoft HR system; ensured that exit interviews were conducted when appropriate, and employee clearance from company conducted in accordance with policy and procedure

**Education**

MBA, Business Management, Loyola Marymount University

Bachelor of Arts, Human Resources, University of California

Career Power, Working in Teams, Power Speaking, and Color Certification (2018)

**Trainings:** FYI - For Your Improvement Training, Korn Ferry (2018) | Critical Thinking & Problem-Solving (2012) | Time Management Tools & Strategies (2011) | HIPAA Compliance (2010) Workplace Safety & OSHA Compliance (2005)

**Professional Memberships/Affiliations**

New Concept HR Association (NCHRA), member 2015 – Present

**Technical Skills**

*MS Office 365 | PeopleSoft | Workday | Ultimate Software | Google Suite | Greenhouse ATS | HRIS | Salesforce | Egress*