

Client Name

HR Executive

Visionary, resourceful leader with a commendable background in influencing organizational change and managing HR department through emphatic leadership style within highly regulated environments.

Adept at setting foundation for HR functions, such as staff recruitment, talent nurturing, employee engagement, payroll/benefits administration, succession planning, and grievances/investigations. Solid history of enabling companies to emerge as best-in-class by optimizing HR services, resolving ethics/compliance issues, orchestrating training programs to upskill employees, and embedding a positive work culture company-wide. Excel at formulating and implementing cohesive people management solutions that enhance talent acquisition/retention and ensure a consistent leadership pipeline. Instrumental in establishing and leading cross-functional teams through a distinctive combination of collaborative leadership style and commercial understanding.

Areas Of Expertise

- HR Strategy & Operations
- Employee Engagement & Retention
- Organizational Design & Effectiveness
- MM\$ Budget Management
- HR Policy & Procedure Development
- Talent Acquisition & Management
- People Strategy Formulation
- Emotional Intelligence
- Stakeholder Engagement

Signature Accomplishments

- Played an instrumental role in the acquisition of Cartersville Medical Center of Healthcare Corporation of America (HCA) by Piedmont Healthcare as the sole HR leader of the organization.
- Led Piedmont Cartersville HR department through major acquisitions inclusive of influencing organizational change.
- Boosted employee engagement and action planning, while acting as “Culture Champion” at *Cartersville Medical Center*, ensuring alignment with mission, vision, values, and external stakeholder expectations.
- Drove major organizational change during/after integration with Emory Healthcare, while leading Joint Commission surveys without citations/recommendations related to HR processes.
- Decreased turnover by recruiting and retaining high-performing senior and mid-level staff as a Division Director, HR.
- Represented Emory Healthcare on internal/external committees serving as HR SME with Joint Commission, Emory University/Emory Healthcare Faculty Staff Assistance Program Advisory Board, and external agencies.

Career Experience

Director - Human Resources, Piedmont Cartersville Medical Center, Georgia
Vice President, Human Resources, Cartersville Medical Center

August 2021 - Present
August 2018 - August 2021

(Cartersville Medical Center of Healthcare Corporation of America (HCA) - acquired by Piedmont Healthcare in August 2021.)

Deliver strategic HR, talent consulting, and operational expertise to develop future action plans. Design enterprise-wide strategic plan initiatives/programs/policies in alignment with hospital business goals. Direct HR department, Employee Health, PBX, Patient Screeners, and Volunteer Services, including Gift Shop. Served on Facility Security Committee, as Chair of Facility Diversity, Equity and Inclusion Council, facility leader for HCA Enterprise DEI Committee, Environment of Care leadership team, Quality Review Committee, and Medication Diversion Team Senior Leader. Develop and implement HR policies/procedures in alignment with strategic objectives. Partner with leadership team to understand organizational goals related to staff, recruitment, and retention.

- Improved efficiency and productivity by orchestrating new policies/procedures training.
- Partnered with Centers of Excellence to offer support for employees and leaders at entity level.
- Developed and executed critical business strategies related to patient care, quality, safety, compliance, security, data management, and professional ethics in collaboration with hospital executive leadership.
- Identified Ethics and Compliance issues in partnership with Center of Excellence, while supporting leaders on change management, performance issues, and effective communication.
- Devised/executed compensation strategies and prepared leaders for compensation planning/incentive programs in coordination with Chief Finance Officer and Total Rewards Center of Excellence.

- Met business needs by collaborating with Learning and Organizational Development COE to implement talent programs related to performance assessment and succession planning to increase employees' knowledge.
- Achieved lowest overall employee and nursing turnover in Northwest Georgia division.
- Operationalized COVID-19 clinic at CMC/HCA.

Division Director - Human Resources, Emory University, Atlanta, Georgia

December 2015 – August 2018

Led end-to-end operations related to HR program for School of Law, including strategic planning, supervision of policies/procedures related to talent acquisition, employee relations, faculty appointments, performance management, compensation, and training and development. Ensured compliance of policies by administration, while serving as Strategic HR Leader, as well as key liaison between Emory University HR, Office of Equity and Inclusion, and Office of General Counsel and Institutional Research. Functioned as Executive Recruiter for division and lead national searches for faculty and staff appointments. Directed and supervised payroll, HR, and finance staff, including reviewing and approving consultant and vendor contracts.

- Spearheaded responsibilities related to employee relations for division in consultation with Central Human Resources for consistency in practice/policy, while interpreting policies for leadership, faculty, and staff.
- Identified training/development needs and executed detailed programs for staff professional development in coordination with implementation of effective retention programs.
- Improved and operationalized payroll functions for employees, faculty, and students.
- Delivered consultation to dean, vice-dean, chief business officer, senior administration, and faculty program directors on HR, policy administration, and operations.

Human Resources Manager, Emory Healthcare, Atlanta, Georgia

October 2012 – December 2015

Delivered training, leadership direction, and guidance to over 1800 employees at Emory Saint Joseph's Hospital. Led a multifaceted team on recruitment, employee relations, benefits support, workers' compensation, as well as training and development. Ensured adherence to organization/legal requirements by overseeing staffing/talent acquisition, compensation, employee relations, diversity, and affirmative action practices. Monitored EEOC claims, Department of Labor matters, Joint Commission, and external agency audits. Provided leadership on organizational restructures while supporting preparation and supervision of department budget. Managed and monitored Kronos Time/Payroll management.

- Accomplished patient satisfaction goals in collaboration with hospital/nursing leadership.
- Forecasted staffing needs and streamlined talent acquisition/hiring processes, including compensation administration by executing employee recognition programs and establishing/updating position descriptions.
- Delivered consultation to leadership on position reclassifications, while creating new positions, promotions, demotions, and all other compensation matters.

Additional Experience

Human Resources Manager, Spacenet, Inc., Marietta, Georgia

Human Resources Manager, Devereux Georgia Treatment Network, Kennesaw, Georgia

Branch Manager | Human Resources Site Manager, Norrell Services, Inc., Atlanta, Georgia

Education & Certification

Master of Science in Human Resource Management, Troy University, Atlanta, Georgia

Bachelor of Arts: Political Science, Rutgers University, New Brunswick, N. J.

Cert. in Human Resources Professional Development (SHRM), Fairleigh Dickinson University, Hackensack, N.J.

Memberships & Affiliations

Bartow County Chamber of Commerce Leadership program (Present)

Board of Directors of the Etowah Scholarship Foundation (Present)

Chairperson Cartersville Medical Center Diversity, Equity, and Inclusion Council

Chair of School of Law Staff Advisory Council and Co-chair of Division Committee Community and Diversity

Emory University Faculty Staff Assistance Program Advisory Board