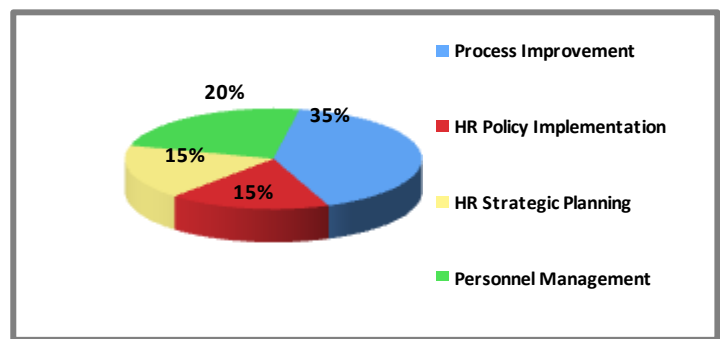


Senior Leader with over five years of success in collaborating with all levels of management to provide HR strategy, tactics, and thought leadership. Provide direction, operational support and change management expertise while transitioning businesses and employees. Execute staffing plans aligned with forward-thinking business strategies, recruiting key talent while retaining critical staff members to ensure team efficiency. Proven expertise creating entire HR teams; negotiated and implemented benefits programs from the ground up. Aligns HR needs with business needs to be fiscally effective. Possess excellent analytical, time management and organizational skills. Highly motivated with exceptional relationship building and management skills; excellent listener with a solid understanding of client needs and challenges. Proven ability to conduct job analyses, select qualified candidates, and assist Human Resources personnel in developing more streamlined processes and procedures. Verifiable results from streamlining and process improvement initiatives include:

- ✓ Human Resources Strategy & Development
- ✓ Business Operations and Development
- ✓ Highly Organized & Strong Analytical Abilities
- ✓ Organizational Development
- ✓ Superior Client Service
- ✓ Relationship Building
- ✓ Labor Relations & Employer Branding
- ✓ Company Policy Creation & Implementation
- ✓ Leadership, Training, and Staff Motivation
- ✓ Exceptional Presentation Skills
- ✓ Key Executive and Employee Relations
- ✓ Project Management and Human Resources Metrics
- ✓ Employee Restructuring
- ✓ Performance Evaluation & Management

EXPERIENCE & NOTABLE CONTRIBUTIONS

➤ **INNOVATIVE EXECUTIVE LEADER** with expertise in personnel development, business and HR program implementation and operations management in complex and multicultural institutions. Managed employee relation issues, mediations, performance development and evaluation, and conflict resolution to help with employee retention after a significant reduction in force in anticipation of product launch.



- **EXCELS AT LEADING ORGANIZATIONS THROUGH STRATEGIC PLANNING**, creative problem-solving, and implementation of large, complex initiatives that dramatically improve operational performance and economic stability. One of the first embedded HR leaders to help advise a lead development team to **expand team by 50%** and incorporate new processes.
- **PROVEN ABILITY TO LEAD, MOTIVATE, AND INTEGRATE CROSS-FUNCTIONAL** teams, as well as to work collaboratively with executive, senior management, and program teams to achieve sustainable results. Created and developed the entire resource department from the ground up. Managed a staff of 5 HR generalists and recruiters. Managed company growth to increase employees by 100+ new hires within a 6-month period; including implementation of government OCONUS international staffing program. Utilized HR metrics and analytics to develop employee programs and initiatives in accordance with business.
- **SOLID ENTREPRENEURIAL INITIATIVE**; managed all aspects of small business ownership for Bast & Associates P.C.; specialized in the sales, negotiation, marketing and advertising of residential homes. **Annual sales surpassed \$20 million dollars.**
- **EFFICIENTLY STREAMLINED HUMAN RESOURCE PROCESSES** to make work easier for hiring managers, CEO and COO.

PROFESSIONAL EXPERIENCE

BLIZZARD ENTERTAINMENT • Irvine, CA • 2013-Present

The premier developer and publisher of entertainment software with \$1.2B in revenues and 4993 global employees located in California, Texas, France, Ireland, Korea, China, Taiwan & Singapore.

HUMAN RESOURCE MANAGER

Human Resource business partner that supports large, global game development teams and support services. Work directly with V.P of game production, finance and support services. Build strong relationships with business leaders and key stakeholders to innovate, enhance, and drive the effectiveness of HR initiatives

KEY ACCOMPLISHMENTS:

- Advisor to business leaders and executives on issues relating to policy interpretation and employee relations, providing coaching and techniques and developing performance improvement plans
- Partner with executives and managers to identify, develop and drive management initiatives such as leadership development, performance management, workforce and succession planning, and coaching

VIGIL GAMES/THQ, INC • Austin, TX • 2012-2013

Based in Austin, Texas, Vigil was part of the development studio family of publisher THQ. Vigil Games is most famous for the Darksiders action franchise. Due to financial difficulties at THQ, Vigil Games was closed in 2013 all employees were laid off.

INTERIM HUMAN RESOURCE DIRECTOR

Interim Director of HR responsible for providing strategic direction and input to HR functions during company reorganization and closure. In conjunction with Global THQ HR management, refined and facilitated management objectives.

KEY ACCOMPLISHMENTS:

- Administered compensation, benefits and performance management systems, and safety and recreation programs
- Created new paid time off policy projected to decrease costs for location by \$300k

STARA TECHNOLOGIES, INC • Gilbert, AZ • 2010-2011

A privately-owned company established in 2000 and incorporated in Nevada. STARA specializes in system solutions by rapidly developing and deploying technologies that meet the immediate operational needs of the US Government (USG) Contract based company.

HUMAN RESOURCE MANAGER/DIRECTOR

HR business director that created and developed the HR department; provided day-to-day guidance and support to executives and management in support of large government contracts. Collaborated with Senior Executives on strategic business goals and organizational change management to ensure superior organizational performance.

KEY ACCOMPLISHMENTS:

- Negotiated/Implemented entirely new benefits program, comp program, new payroll system and upgraded/negotiated new 401(k) retirement benefit program
- Slashed recruiting fees by \$200,000 for brining engineering and specialized recruiting in-house

NETWORK TECHNOLOGIES INTERNATIONAL INC • Scottsdale, AZ • 2009-2010

This company specializes in the design of foreign carrier-grade national public-switched telephone

HUMAN RESOURCE MANAGER

Provided day-to-day guidance and support to executives and management regarding human resource practices in compliance with federal and state law in accordance with federal contractor guidelines and project management. Deployed and executed all HR programs with vast client set in areas such as compensation, performance management, employee relations, employee development, workforce management, talent planning and benefit administration

KEY ACCOMPLISHMENTS:

- Slashed recruiting fees by 50% for brining function in-house
- Experience with ISO 9001:2000 standards and Quality Management Systems
- Managed company compliance with EEO, FLSA, ADA, OSHA, FMLA
- Held government security clearance

EDUCATION

Masters of Professional Studies-Strategic Human Resource Management-Global

UNIVERSITY OF DENVER | 2014

Bachelor of Arts-Business Administration

NORTHWOOD UNIVERSITY | 2007