

HUMAN RESOURCES EXECUTIVE LEADER

EMPLOYEE EXPERIENCE • STRATEGIC HEALTHCARE OPERATIONS LEADERSHIP • INCLUSION PIONEER

Healthcare Human Resources strategic leader with fifteen years of commendable performance history as a visionary and thought leader for advancing the strategic direction of the organization through innovation and organizational leadership critical to continuous growth. Demonstrated ability to balance operational oversight and efficiency, strategic decision making and fiscal viability while effectively leading the coordination, planning and execution of HR plans and programs. Transformational leader and innovative change agent when establishing policies, procedures and programs that deliver bottom-line improvement and performance enhancements. Principled, perseverant, thoughtful and consistent.

Areas of Excellence

Health Care Leadership • Change Management • Process Improvements • Talent Maximizer
Culture Refinement • Diversity, Equity, Inclusion & Belonging • Performance Management & Improvement • Cross-Functional Collaboration • Succession Planning • Key Performance Indicators (KPIs) • Relationship Builder

CAREER HIGHLIGHTS

- Conceptualized and created Stormont Vail Health's first Diversity, Equity and Inclusion strategy and roadmap.
- Designed and implemented the expansion of remote workers to cover 38 states across the country to support the healthcare system's flexible workforce strategy. Shifted mindsets, decreased turnover and increased engagement.
- Hand-selected to be #2 behind the SVP/CXO on Incident Command during the entirety of the Covid-19 pandemic.
- Developed, designed and executed the organization's workforce response to the Covid-19 pandemic including policy development, labor pool conceptualization, workforce reduction and reintegration plan, low work activity, remote work and vaccine/booster administration that followed all OSHA and CMS regulation and guidelines.
- Influenced purchase of Financial Management, Supply Chain and Human Capital Software systems (Workday) and Human Resource Workforce system (Cornerstone). Led efforts related to employee lifecycle and performance.
- Led interdisciplinary Medical Staff Leadership/HR group regarding end-to-end Physician reviews to ensure workplace expectation consistency, accountability and follow through for all behavior and performance concerns.

PROFESSIONAL EXPERIENCE

Stormont Vail Health, Topeka, KS

2017 – Current

System Director – Employee Relations, Employee Health and Diversity, Equity & Inclusion

Progressed internally with title and scope of responsibility during current tenure for a Joint Commission and Magnet Accredited, 586-bed acute care hospital with 35 regional locations supporting 5600 employees and 600 providers. Maximized performance and direct responsibility for (3) Managers and (12) employees. Direct accountability for performance management, productivity, engagement, financial viability, service expectations and goal alignment.

- Primarily responsible for the development, execution and oversight of HR and Employee Health policy, program and project planning and initiatives that align with organizational strategy and goals.
- Expanded and executed employee initiatives revolving around the employee life cycle to include on-boarding and acclimation, engagement, recognition, retention, stay interviews, succession planning and departure.
- Managed a high-performing Employee Relations team responsible for extremely complex and sensitive investigations, incident reviews and legal claims that present risk or organizational loss. Provided counsel and guidance to team and senior leaders regarding expected outcomes and any necessary next steps.
- Created, launched and now have administrative oversight for Stormont Vail Health's DEI strategy, IDEA Committee and Courageous Conversations learning symposiums. Collaborated closely with community and industry DEI leaders, board of directors, executive leadership, front-line staff, supply chain, and external vendors that align with organization strategic vision.
- Led and then expanded Employee Health strategic workforce initiatives to support physical, emotional and mental well-being of the workforce. Includes the expansion of wellpower initiatives, benefit design, fit for duty/return to work, restorative care, Covid-19 compliance, ADA, ergonomics, preventive care and workplace injuries.
- Designed and now key contributor to new leader orientation and intensive training that combined functional skills with leadership soft skills. Topics covered in training included finance, DEI, strengthsfinders assessment, cultural competency, retention and engagement, LEAN methodologies, HR policy and emotional intelligence competencies.

Lowe's Home Improvement, Los Angeles, CA and Topeka, KS

2014 – 2017

Human Resources Business Partner (HRBP)

Responsible for the strategic execution of HR plans and programs for a 12 store market in Kansas and Western Missouri consisting of 1500 employees. Using a shared services HR model, skillfully led and influenced senior store leaders in regards to staff retention, cultural competency, leadership training and development, succession planning, change management, risk mitigation that aligned with nationwide retail strategy.

- Directly led national recruitment efforts for (6) HR Business Partners, (4) Retail Store Managers and dozens of other senior store operational leaders for the central region. Concerted effort and targeted recruitment strategies geared toward minority candidates that better reflected consumer demographic and employee workforce.
- Provided oversight of retail store operational leadership key performance indicators. Included measurements around high-volume recruiting, learning and talent development, fiscal responsibility, sales goals, supply chain management and inventory. Reduced retail staff turnover in the central region from 74% to 31% during tenure.
- Formalized and strengthened the central region's succession planning efforts. Key stakeholder and influencer with evaluating talent, completing and evaluating assessments and implementing recommendations.
- Tactfully navigated, provided guidance and served as subject matter expert to retail store operational leaders on enterprise HR policy, FMLA administration, ADA requests, workplace investigations, FLSA matters, EEOC claims and worker compensation claims.

Pechanga Resort and Casino, Temecula, CA

2010 – 2014

Human Resources Investigator

Promoted into the lead investigator for the largest resort and casino in California with over 5000 employees, 1090 hotel rooms, 200,000 sq. ft. of gaming space, 20 restaurant and bars and a 1200 seat entertainment venue.

- Responsible for creating a comprehensive workplace safety program following OSHA recommended safeguards including prevention of workplace injuries and illnesses. Included light duty and return to work safely programs.
- Orchestrated the improvement and modification of workplace investigative workflows that would include reviews on harassment, discrimination, disruptive workplace behaviors, workplace accommodations, interactive ADA conversations and worker compensation claims. Standardized processes, implemented best practices, determined ownership and facilitated cross-functional training with key stakeholders.
- Conducted state and federal background checks on current and prospective employees in compliance with California regulatory statutes, Title 31 compliance, IRS regulations and employment requirements.

Other Positions Held:

Police Officer, City of Oxnard, Oxnard, CA

2005-2010

Military Police Officer, US Air Force

1999-2005

- Led the day-to-day logistical operations for a 25 person Air Force Flight.
- Conducted thousands of thorough and unbiased investigations for criminal activity, accidents, offenses, pedestrian encounters and traffic stops utilizing community policing and partnership methodologies.
- Certified Field Training Officer (FTO) for 11 newly hired Police Officers. Conducted training, recognized improvement opportunities, conducted assessments, and evaluated on-going employment opportunities.
- Assisted with diverse recruiting efforts for the City of Oxnard. Attended career fairs, performed written and physical assessments, interviewed candidates, conducted background checks and made hire recommendations.

ACHIEVEMENTS, VOLUNTEERISM AND AFFILIATIONS

SPHR and SHRM-SCP Certified, Junior Achievement of Kansas – Board Member, Topeka Chamber of Commerce – Military Relations Council, Capitol City Underwater Divers Association (CUDA) – Board Member, Topeka Civic Theatre - Actor, Topeka Top 20 Under 40 – Two time Nominee, DisruptHR – Presenter, Topeka SHRM – Communications Director

EDUCATION

BRANDMAN UNIVERSITY, Ontario, CA
Masters of Business Administration, Human Resources

CHAPMAN UNIVERSITY, Orange, CA
Bachelor of Arts, Criminal Justice