**Name**

email | mobile | LinkedIn URL

**operations and talent leader**

With finance background and twenty+ year track record of leading large operational and talent functions, implementing change resulting in significant cost savings and process efficiencies. Trusted advisor to senior leadership, known for ability to solve complex problems and establish protocols which produce a positive impact on people and organizational performance. Strengths-based leader invested in growing high-performing teams.

**Areas of Expertise**

Process Improvement | Cost Containment | Project Management | Budgeting & Forecasting

Workforce Management | Organizational Design | Coaching & Mentoring

**Professional Experience**

**DELOITTE services LP** – City, State YYYY to Present

**Senior Manager, regional operations, yyyy - present**

Oversee operations for eight offices and XXXX+ shared-services professionals supporting XXXX+ client-facing professionals. Led multiple cost containment initiatives across functions.

* Led team of five in across **$Xm+ in** **multiple real estate projects** including restructuring office space to accommodate a XX% increase in professionals, construction of multiple secured areas, and a data center expansion of XXXX square feet.
* Developed and implemented a national supply cost reduction strategy achieving **$XM annual savings**.
* **Eliminated $XXk annual expense** by replacing a subsidized dining operation with a new open market concept and healthy dining service option, improving options for employees while reducing cost.
* Created a hoteling process to assist with seat assignments, cost of space allocations, and meeting requirements to meet the needs of **XXX+ disparate teams** housed within a single office.

**National Talent Senior Manager, yyyy - yyyy**

Reported directly to Managing Partners and managed teams of 10-30+ Talent staff in developing and implementing national and regional Talent strategies impacting XXXX+ professionals across 30+ locations. Oversaw workforce planning, talent acquisition, total rewards, employee relations, performance management, retention, learning and development, succession planning, inclusion, global mobility, communications, and change management.

* Teamed with Corporate Development, IT, Security and business leaders to streamline the process to **onboard and integrate** the **acquisition of XXX+ professionals**.
* Managed and streamlined direct admit executive sourcing and recruiting process resulting in **XX+ executive hires and decreased time to hire by average of 2 months**.
* Partnered with Talent colleagues across the business to redesign annual performance management process; **reduced leader time in process by 20%** while improving results and mitigating potential bias.

**ABC, inc** – City, State YYYY to YYYY

**Vice President, operations/finance**

Directed operations including accounting, human resources and facilities for 20,000+ employees across three locations. Recruited, coached, mentored and developed 30+ direct reports.

* Redesigned invoicing process **reducing cycle time by 50%, improving accuracy and reduced receivables aging by 30 days** by automating collection notices based on each client’s payment terms.
* **Reorganized Human Resources function, reducing costs by 20%** and reallocating staff across employee relations, benefits and business advisory roles.

**Education and certification**

**Professional in Human Resources (PHR)**

**BA**, Accounting – University, City, State