Jodie Generalist

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Greater Milwaukee Region

 Human Resources Executive—Strategic Business Partner

**HR Strategy | Talent Acquisition | Performance Management | Diversity & Inclusion | Learning & Development
Benefits & Compensation | Federal & State Regulatory Compliance | Budgeting & Forecasting**

* **Human Resources Leader** with 15+ years of experience building and leading effective, efficient, customer-focused, fully compliant HR organizations that support business objectives and deliver bottom-line benefits.
* **Business Partner** with executive team and business leaders, bringing strategic thinking and HR perspective to key decisions.
* **Project Manager** repeatedly recruited for special programs and initiatives—including M&A evaluation and integration, facility relocation, pandemic response, and international startup.

*Jodie led our HR organization through some turbulent times—fast growth, contraction, change in customer focus and manufacturing process. She is both highly strategic and extremely hands-on in execution, and she has a ‘can-do’ energy that inspires her team.”* — CEO, Weldon Manufacturing

 Professional Experience

**HR DIRECTOR** **Commercial Suppliers, Inc.,** Milwaukee, WI 2017–2021

 *$500M nationwide provider of commercial construction supplies*

* **HR Operations**
* Led HR organization serving 2,000 employees in 21 locations. Managed 17-member team.
* Engaged with business leaders across the organization and partnered with regional HR Directors to align Human Resources initiatives and practices with business needs and strategic goals.
* **Talent Acquisition and Performance Management**
* Strengthened programs and processes to recruit, train, manage, and retain diverse and best-in-class talent.
* Launched company’s first formal career pathways as part of a robust talent management lifecycle.
* Reduced time-to-hire by 24%.
* Invigorated diversity and inclusion strategy by expanding regular pools for sourcing talent and building new relationships with diverse communities.
* Introduced 9-Box approach to performance management and succession planning.
* Within 2 years, filled 50% of leadership team with internal candidates.
* **Special Initiatives**
* Drove action plan to address employee satisfaction issues identified through annual surveys and online reviews. Launched collaborative HR/business team initiatives at every company location to address most pressing problems and lay groundwork for long-term solutions.
* Participated on due diligence team charged with identifying and qualifying M&A opportunities.
* With team, evaluated target companies and presented recommendations to CEO and Board.
* Created new tool outlining consistent process for business transition following acquisition. Tool was later adopted for other key transitions—sale, closure, consolidation.
* Orchestrated smooth integration of 2 acquisitions.
* Selected to serve on COVID response team making strategic business decisions in response to projected 25% drop in revenue. Subsequently managed RIFs that affected 6% of the workforce.

**DIRECTOR OF HR** **Weldon Manufacturing,** Butler, WI 2011–2017

 *Privately held company providing machine parts to agricultural machine manufacturers*

* **HR Strategy and Operations**
* As company prepared for exponential growth and planned IPO, built formal and fully compliant structures and processes for all key HR functions.
* Saved 25% annual benefit expense by consolidating and modifying plans for application across multiple states, then negotiating more favorable terms and pricing.
* **Talent Acquisition and Management**
* Led company-wide workforce planning: budgeting, staffing, onboarding, retention, reduction.
* Initiated a retraining program that retained 90% of affected employees following manufacturing automation that eliminated multiple manual-labor steps and processes.
* **Special Initiatives**
* Served on M&A evaluation team that examined 10+ companies and on integration team for 3 subsequent acquisitions.
* Spearheaded strategic staffing plan and employee communications campaign in support of a divisional relocation to a larger, state-of-the-art facility, requiring transfer or new hire of 200+ employees.

**SENIOR MANAGER, HR** **Acme Medical,** Milwaukee, WI 2007–2011

 *Global medical device company with $2B annual revenue*

* **HR Operations**
* Oversaw HR programs and practices to ensure full compliance with state and federal laws: ADA, Affirmative Action, COBRA, EEO, FLSA, FMLA, LOA, HIPAA, WARN, Workers’ Compensation.
* Speeded resolution of employee benefit-related issues from average 6 weeks to 10 days.
* **Special Initiatives**
* Recruited and hired the founding management and technical teams for an international startup division, working closely with corporate executives and cross-functional business unit leadership.
* Appointed Site Safety Manager, rapidly built knowledge of OSHA, HAZMAT, and related EHS regulations and ensured full compliance.

**HR MANAGER** **McGraw Electronics,** West Allis, WI 2002–2007

 *$1B manufacturer and service provider to OEMs*

 **HR REPRESENTATIVE,** 2000–2002 | **HR ASSISTANT,** 1999–2000

 Education

**MBA,** Specialization in Strategic Human Resource Management | University of Wisconsin, Madison, WI 2005

**BS BUSINESS ADMINISTRATION,** Major in Human Resources | Marquette University, Milwaukee, WI 1999

**HRIS AND RELATED APPLICATIONS:** ADP, Kronos, PeopleSoft, Ultipro, Virgin Pulse, Wage Works, Workday