### Michael S. Newman, PhD, SPHR, CBP, CCP, CELS, CPLP

### Human Resources Leader

**Education:** MBA/BBA, Business Administration, Southeastern University – PhD, Mountain State Univ.

**Professional Certifications:**  Senior Professional in Human Resources (SPHR), Certified Benefits Professional (CBP), Certified Compensation Professional (CCP), Certified Employment Law Specialist (CELS), Certified Professional in Learning and Performance (CPLP), Myers-Briggs (MBTI) Certified

**Affiliations:** Society for Human Resource Management (SHRM); American Society for Training and Development (ASTD), Society for Industrial/Organizational Psychologists (SIOP), American Council on Adult and Technical Education (ACATE)

# *Professional Summary*

Mike has over twenty-four years of progressive Human Resources and Organizational Development experience with a diverse set of skills across multiple HR/OD disciplines. He has been responsible for executive level strategic full life-cycle human resources support to executives, managers, and employees of all levels in international manufacturing, software development, energy sector and logistics environments. Most recently, he serves as the Executive Vice President of Human Resources and Organizational Development for a start-up international energy consulting/engineering/ manufacturing company and was responsible for implementing all aspects of the HR function and strategy. Additionally, Mike is a certified Myers-Briggs Type Indicator (MBTI) facilitator for individual and team workshops.

He has extensive experience in the following competencies:

* Performance Management
* Employee Relations
* Labor Law/Labor Relations
* Training and Development
* Organizational Change
* Policy Development and Governance
* Recruiting and Talent Management
* Benefits Management
* Strategic Initiatives
* Start-up Companies

## *Experience*

## Performance Management

Mike has vast experience in both 360 competency and performance-based assessment models. He provides expert guidance and analysis on results and trends, from employee reviews with overall performance ratings and career plans, to training and development action needs development. He also advises managers on compensation decisions through job analysis and the determination of internal equity and external competitiveness/ market

compression. Mike couples performance management and employee development to form a strategic, forward-thinking approach to performance management.

## Employee Relations

Mike has more than twenty years in employee relations and is very hands-on with his expertise in conflict resolution. Being proactive and addressing key employee relations issues, strategies, and initiatives in support of a positive and productive work environment while maintaining consistency in practice is his core philosophy. Mike assists in ensuring fair and consistent treatment of staff and compliance with federal and state employment laws. Mike also believes that, by keeping managers and supervisors abreast of current best practices, trends and changes in employment law, HR can minimize the frequency of employee relations related claims.

## Labor Law/Labor Relations

Mike has experience with over 15 of the nation’s largest unions including SEIU and The Teamsters. Mike has been first seat negotiator for over fourteen years for his previous companies. Mike believes, strongly, in a collaborative approach to labor relations and employment law matters. Mike excels at union/labor relations education for manager and supervisors.

## Training and Development

Mike has developed and delivered classroom training and facilitation specific to the Human Resources and Labor Relations curriculum. Topics such as performance management, employee review processes, compensation, violence in the workplace, sexual harassment, and diversity in additional to Myers-Briggs Type Indicator team/individual specific classes frequently are his most requested. He also works collaboratively with curriculum leads in course design efforts and evaluating the integrity of content and design. Mike has partnered with external and third-party vendors to successfully create long and short-term training programs that have enhanced employee performance as evidenced through performance evaluations and improved employee morale.

## Organizational Change Management

Mike has a wealth of experience in organizational change management believing in the collaborative approach to both small and large aspects of organizational change. Through his internal public relations and marketing campaigns to his change management educational meetings and forums, Mike has successfully navigated one of the most difficult aspects of human resources. Mike demonstrates great success in supporting executive-level aspects of strategic change.

**Policy Development and Governance**

Mike has vast experience developing and implementing employee policies and procedures. He believes that employee communication is important to ensure that managers and employees are fully aware of company policies and procedures that support the mission of the organization

and comply with federal and state laws. Mike has developed various resources and quick guides to assist managers, supervisors and employees better understand company policies and to serve as guidelines on HR best practices.

## Recruiting and Talent Management

Mike has experience with full life cycle recruiting, from identifying, screening, and interviewing candidates, to extending and negotiating offers of employment and relocation packages. He has developed cost-effective, efficient procedures to ensure that the hiring process is consistent and compliant for both the candidate and hiring manager. Mike supports diversity efforts and works with leadership on developing and implementing education and coaching for retention strategies. Mike also supports the company in developing any EEO related compliance programs, including all required reporting (EEO, VETS-100, etc).

**Benefits Management**

Mike has experience with both benefit program design and benefits implementation. His strategies take into consideration the current and future needs of organizations. He has managed the selection, comparison, and implementation of health plans and other employee benefit programs such as paid time off, wellness programs and employee incentive programs. Mike believes that it is important to develop benefit programs that attract, motivate, and retain productive employees as well as make financial sense for the company. Mike also has experience in “non-traditional no employer cost” benefits programs, such as veterinary insurance which will allow employers to stand out in the crowd. Additionally, he believes it is important to provide outreach efforts to educate, remind, and motivate employees to take full advantage of the benefits available to them.

## Strategic Initiatives

Mike has served as a strategic partner and advisor to executive, senior leadership, mid-management, and line supervisors on initiatives related to each organization and its people. He ensures a strategic, proactive view of trends in human capital coupled with various interests, both internal and external to the organizations, and maintains current best practices pertaining to managing the people agenda within a global spectrum. Mike has managed and executed firm-wide initiatives affecting the staff value proposition, including career development, performance management, retention, and rewards and recognition. He vigorously promotes teamwork and open communications for peak performance.

## Start-up Companies

Mike was involved, from inception, with Geo Energy Resources – an international start-up company which served the energy/utility sectors in a global capacity. Mike had first-hand experience in creating a “best of breed” human resources environment and is well versed in the nuisances involved in developing a start-up company from the ground up.