|  |  |
| --- | --- |
| **Michael S. Newman** | Huntington, WV ▪ 240-529-3005  [michael.s.newman@outlook.com](mailto:michael.s.newman@outlook.com)  <https://linkedin.com/in/mnewmanhr> |

**Human Resources Executive**

*Executive professional with over 24 years of Human Resources and Organizational Development expertise.*

Executive-level HR leader with focus in the areas of Performance Management, Employee Relations, Labor Law/Labor Relations, Training and Development, Organizational Change Management, Policy Development and Governance, Recruitment and Talent Management, Benefits Management, Strategic Initiatives, and Start-up Companies. Possess hands-on management experience and the proven ability to cultivate strategic business partnerships, as well as build strong talent pools and top-tier performance cultures.

**Highlights of Expertise**

|  |  |
| --- | --- |
| * Organizational Development * Fiscal Planning * Contract Negotiations * Strategic Leadership * Team Leadership | * Change Management * Succession Planning * Talent Management * Cultural & Diversity Initiatives * Employee Development Programs |

**Career Experience**

Geo Energy Resources Inc., Frederick, MD <http://www.geo-energy-resources.com/>

*Led direction and entire scope of HR Department within company, including five satellite offices and corporate headquarters with 3,900 employees.*

**EXECUTIVE VICE PRESIDENT, HUMAN RESOURCES AND ORG. DEVELOPMENT (CHRO) -** *(2006 to Present)*

Develop, audit, amend, and maintain all corporate HR/EEO/diversity policies and procedures, as well as develop corporate exempt and non-exempt employee handbooks, executive and hourly training programs, and developmental curriculum. Create all HR/EEO reporting at all levels, such as governmental, corporate, and state. Negotiate on behalf of corporation with entities in legal HR issues, collective bargaining agreements, corporate benefits packages, retirement plans, and payroll issues. Oversee payroll, benefits, training, and employee communications departments as part of overall HR initiative. Operated as head of corporate negotiating committee.

* Ensure adherence to all mandatory governmental labor laws and corporate policies, as well as leverage during contract (CBA) negotiations and employee relations between non-union and unionized parties being conducive to productivity.
* Partnered with the Group President and directed the comprehensive cultural transformation of an underperforming $285M power energy products business in 4 countries. Directed organizational realignment to new business strategy of growth and innovation; created new leadership poles in Asia-pacific and Latin America; upgraded product management teams; created new engineering Directors in China and Mexico for product localization. Designed/created organization for new $200M Energy Automation Solutions business unit and facilitated integration of existing product lines with two newly acquired companies. Results: 27% revenue growth with almost doubled operating profit.
* Partnered with new Division President in China and directed all HR aspects to design and build start-up organization in Shanghai for all operating divisions to leverage, resulting in over $100M materials sourced from China and 14% CAGR of “localized” China sales within six years.

Refrigerated Express, Inc., Huntington, WV - *(1996 to 2006)*

*Directed and led entire scope of HR and Organizational Development departments within company, which included five regional terminals and corporate headquarters with 1,200 employees.*

**SR. DIRECTOR, HUMAN RESOURCE/LABOR RELATIONS -** *(2003 to 2006)*

**DIRECTOR, HUMAN RESOURCES –** *(2000 to 2003)*

**REGIONAL DIRECTOR, HUMAN RESOURCES -** *(1998 to 2000)*

**HUMAN RESOURCES MANAGER -** *(1996 to 1998)*

Developed, audited, amended, and maintained all corporate HR/EEO/diversity policies and procedures, as well as developed corporate exempt and non-exempt employee handbooks, executive and hourly training programs, and developmental curriculum. Represented corporation in reference to all legal HR issues. Reported directly to President/CEO and served on Executive Management Board. Handled all corporate legal, unemployment, and EEO/ADA/FLSA/FMLA compliance cases. Developed corporate job descriptions for all positions within confines of organization. Led successful search for new Board Director under direction of Governance Committee Chair and CEO.

**Education & Credentials**

**Bachelor of Business Administration in Human Resource Management**

**Master of Business Administration in Human Resource Management**

*Southeastern University, Washington, DC*

**Doctor of Philosophy in Organizational Management**

*Mountain State University, Beckley, WV*

Professional Certifications

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

Professional Memberships

* + - Society for Human Resource Management (SHRM)
    - American Society for Training and Development (ASTD)
    - International Human Resources Association
    - American Council on Adult and Technical Education
    - American Institute for Compensation Professionals
    - International Labor Relations/Human Capital Forum
    - Society for Industrial/Organizational Psychologists (SIOP)