**ALEX C. HALL, MSHR, MBA**

Boston, MA acameronh@gmail.com

linkedin.com/in/acameronh (857) 301-0465

**CAREER HIGHLIGHTS**

* 12+ years of human resources experience in global financial services & manufacturing.
* Experienced in end-to-end talent management and serving as a trusted advisor to C-suite leaders.
* Fast-tracked leader sought after to lead turnaround efforts to redesign strategy and improve business alignment with a focus on lifting the capabilities of colleagues.

**KEY AREAS OF EXPERTISE**

* Strategic planning & measurement
* Enterprise talent & skills management
* Executive succession planning
* Coaching & mentoring
* Change management
* Global learning design & delivery

**PROFESSIONAL EXPERIENCE**

Valinor Talent Solutions • Boston, MA

*Principal & Founder Sept 2024 –*

Began Valinor Talent Solutions in 2024 to address market needs around expertise in skills, talent management practices and deployment of new programs & services to address future workforce needs.

Liberty Mutual Insurance • Boston, MA

*Vice President & Sr. Director, Talent Acceleration Oct/2022 – Sept/2024*

Responsible for the design and innovation of the global platform of talent management processes including: selection, assessment, performance, development, development programs and strategic talent projects.

* Led the diagnostic and development of a new skills-based talent strategy approach for the company, including evaluation of vendors, methodologies and C-Suite socialization.
* Drove the evaluation of high-cost programs with Sr. Leaders to maximize ROI and savings.
* Led an enterprise initiative to evaluate job design, architecture and skills strategies.
* Led team designing the next generation of global performance management processes and policies to enable a high performing culture and reset expectations with our employees & managers.
* Spearheaded several major Diversity, Equity & Inclusion initiatives as Executive Co-Sponsor to facilitate access to development opportunities and strengthen the company’s pipeline.

*Assistant Vice President & Director, Learning & Talent Services Oct/2020 – Oct/2022*

Operational Sr. Manager leading a team of 30 employees delivering cost-efficient learning, support services, system administration, financial management and accelerated development programs.

* Created a digital service vertical to stay ahead of industry trends and invest in research & development of new adult learning methodologies and enterprise talent management systems.
* Worked with the Chief HR Officer and CEO Chief of Staff to manage and execute a CEO succession plan and pipeline development programs.

*Director, Operations & Planning Jan/2019 – Oct/2020*

Served as the Chief of Staff to the VP & Chief Learning & Talent Officer overseeing strategic planning, project resource management and a $40m financial plan across multiple talent & learning discplines.

* Drove efforts to identify efficiency opportunities resulting in $5.5m in annual run-rate savings.
* Led the development of a new multi-year strategic plan and operating model to drive enterprise strategic efforts to build capabilities across managers and employees.
* Developed and delivered high-quality executive presentations for C-suite leaders.
* Collaborated and built relationships with HR business partners and leaders across the organization on strategic alignment & design.

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*Sr. Program Manager, Performance & Talent Solutions Jan/2017 – Jan/2019*

Sr. Technical Professional responsible for the redesign and implementation of streamlined performance & talent review processes for the organization including globalization, technology simplification and reducing manager time spent on talent processes.

* Spearheaded the design of a new internally developed performance & talent review application that resulted in $400k savings in manager time, improved experience and testing new learning approaches.
* Executed full-cycle project management including budget, communications, measurement and plans.
* Awarded the highest corporate group honor, Talent Excellence Award, for the performance platform.

*Program Manager, Selection & Assessment Sept /2014 – Dec/2016*

Individual contributor responsible for enterprise-wide competency management and job analysis for the organization.

* Led a global 18-month project to develop a new enterprise competency model to inform all levels of selection, development, and leadership investment.
* Developed a deployable process that resulted in 20% of our U.S. workforce having job-specific skill models that included job analysis, skills assessment and career development tools.
* Received the highest corporate group honor, Talent Excellence Award, for the competency model.

**EARLY CAREER**

Liberty Mutual Insurance • Boston, MA

*National Co-Chair, Pride@Liberty LGBTQA+ Employee Resource Group Oct/2017 – Oct/2019*

Western Carolina University MSHR Program • Remote

*Pro-bono non-profit consultant with specialty in compensation system design May/2014 – Jan/2020*

Liberty Mutual Insurance • Boston, MA

*HR Development Program (HR Operations, Learning, and International HR) Jan/2013 – Sept/2014*

Timken Company • Randleman, NC

*Contract Associate & Program Analyst Sept/2011 – Dec/2012*

**PROFESSIONAL AFFILIATIONS**

Board Member | **Western Carolina University MSHR Alumni Advisory** May/2014 – Current

Member | **Society of Human Resource Management (SHRM)** Jan/2010 – Current

Affiliate | **Society for Industrial and Organizational Psychology (SIOP)** Sept/2015 – Current

**CERTIFICATIONS / PROFESSIONAL DEVELOPMENT**

Generalist Certificate in I/O Psychology| **Chicago School of Professional Psychology** *2016*

**EDUCATION**

**Northeastern University •** Boston, MA

*Master of Business Administration, Corporate Finance Concentration May 2022*

**Western Carolina University •** Cullowhee, NC

*Master of Science in Human Resources May 2014*

**Appalachian State University •** Boone, NC

*Bachelor of Science in Business Administration, Management, Human Resources August 2011*