

# DAVID SMITH, CMC

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## HUMAN RESOURCES EXECUTIVE

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*Accomplished Human Resources Leader backed by proven track record in managing variety of human resources, diversity, corporate training and organizational development activities for multibillion dollar worldwide corporations across multiple sites.*

- **Visible achievements include** developing high caliber, peak performing human resource organizations that support business strategy, productivity and profitability. Expertise in all generalist HR areas including recruitment, HRIS, training/development, wage, salary and benefits administration and succession planning. Skilled in implementing comprehensive programs in training/development, career opportunity and management development programs. Active champion of evolving diversity management, EEO and affirmative action initiatives for 20 years.
- **Possess “big picture” thinking and decisive leadership strengths;** able to manage corporate and division assignments in diverse environments including growth, startup, restructuring and acquisition. Proven ability to work with CEO and senior management team to integrate human resource functions within the business; lead reorganization and downsizing efforts without compromising productivity. Recognized for strong commitment to maintaining high levels of operational improvements that meet organizational objectives by relying on unique combination of business savvy and intuitive management skills.

**Hold M.S., Management & Organizational Behavior (Industrial Psychology) and Certified Management Consultant Designation / Serve as Adjunct Professor, ABC University New York State School of Industrial Labor Relations EEO Studies Certificate Program**

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## INDUSTRY EXPERTISE & MANAGEMENT SKILLS

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- Corporate Change Management
- Participative “Hands-on” Management
- Incentives and Salary Structure
- Cultural Diversity / EEO Requirements
- Employee Relations / Mentor Programs
- Policy Development / Implementation
- Employment Law / Labor Relation Issues
- EEOC Investigations / DOL Compliance
- Program Development / Implementation
- HR Information Systems
- Continued Process Improvement
- Performance Management

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## CAREER & ACHIEVEMENT SUMMARY

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### MAJOR COMPANY, USA - 1985 to Present

MAJOR COMPANY USA CORPORATE MANUFACTURING - Clark, NJ

**ASSISTANT VICE PRESIDENT, TRAINING & ORGANIZATIONAL DEVELOPMENT** (2001 to Present)

MAJOR COMPANY CORPORATE HUMAN RESOURCES - New York, NJ

**ASSISTANT VICE PRESIDENT, HUMAN RESOURCES PLANNING** (1998 to 2001)

MAJOR COMPANY RALPH LAUREN DESIGNER FRAGRANCE DIVISION - North Brunswick, NJ

**DIRECTOR OF HUMAN RESOURCES** (1985 to 1998)

- **Directed number of diversity initiatives** for Major Company USA including the development of intranet-based diversity website for the Major Company USA HR staff.
- **Advanced overall diversity mission** through design, development and presentation of comprehensive “Our Diversity at Major Company USA Management Training Program” for over 500 management personnel.

Continued...

- **Boosted overall professional development** by conceptualizing Training & Organizational Development function for Major Company USA comprised of 11 manufacturing plants within the U.S. and Canada. Key topics included:
  - Project management, coaching and interpersonal skills
  - Change management, performance appraisal and team development skills
  - “Train the trainer,” personal management, leadership and productivity improvement
  - Supervisory proficiencies, mentoring, protégé and management development skills
  - Conflict resolution, preventing workplace violence and presentation strategies
- **Enhanced training and development productivity** by creating/implementing STAR program (System for Tracking and Registration) utilized to track, record and monitor training activity.
- **Augmented training capabilities** by developing and introduced use of comprehensive corporate training and development employee web site.
- **Significantly improved quality of new hires** and trimmed costs/time associated with selection by leading variety of recruitment programs for management, professional, technical, distribution and production staff for Major Company USA Puerto Rico (Cosmair Caribe). *Note - traveled to Puerto Rico an average of every 6 weeks for 10 years in the management of HR functions.*
- **Key role in helping over 500 employees obtain new positions** by implementing COOL (Career Opportunity On-Line), a revolutionary intranet based job posting program, Major Company USA.
- **Slashed employee turnover** by approximately 25% and improved retention by formulating and initiating use of formal exit process for Major Company USA that capitalized on employee answers to questions regarding compensation, supervision and working conditions.
- **Bolstered work performance and leadership potential** of management trainees through research, design and development of M.A.P. Mentor Advisor program, Major Company USA.
- **Orchestrated broad range of activities related to downsizing**, plant closing and reengineering projects for locations within New Jersey, San Juan, Jamaica and Chicago.
- **Served as key executive member of Major Company USA acquisition team** that acquired XXX Company, the world’s second largest XXX Company.

**Early Career Progression Includes:**

SMITH CONSULTING GROUP - Hartford, CT

1982 to 1985

**PRESIDENT**

Provided extensive variety of human resources consulting services and affirmative action program development to major corporations and governmental associations including AT&T, Bell Laboratories, State of Connecticut Department of Human Services, State of New York, GTE, Phillips Van Heusen, Cornell University and major New Jersey banks/financial institutions.

- Served as staff consultant for ABC University New York School of Labor Relations, leading supervisory and management skills to over 1500 New York State Agency supervisors.
- Facilitated management skills training to hundreds of supervisors in The Connecticut Department of Youth and Family Services.

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**EDUCATION**

**MS, Management & Organizational Behavior (Industrial Psychology)**

University of Hartford Graduate School of Business

**BA, Education**

University of Massachusetts

*Addendum Available Includes Extensive List of Associations, Memberships & Publications*