

## IMA GOODONE, SPHR

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### DIRECTOR, HUMAN RESOURCES

**Broad HR experience • Dedicated team player • Strategic business partner**

**Driven to achieve results • Leader of High-Performing Teams**

Human Resources professional with 18+ years of progressive HR generalist responsibilities servicing multiple-site locations with both union and non-union employees; extensive industry expertise in automotive, healthcare and service sectors; exceptional interpersonal, analytical and organizational skills, consistently cited for leadership and negotiation acumen; proven track record working with executive management in aligning HR programs with corporate strategic imperatives to achieve bottom line results

Seeking a leadership role in human resources that will leverage my expertise in building trusted partner relationships; managing multi-functional HR departments, executing strategic operating initiatives and leveraging the capabilities of a talent pool to achieve results

### AREAS OF EXPERTISE

- **Employee Relations**
- **Succession Planning**
- **Compensation & Benefits**
- **Union Negotiations**
- **Regulatory Compliance**
- **Recruiting & On-Boarding**
- **Training & Development**
- **HR Metrics**

### PROFESSIONAL EXPERIENCE

**WILSON AUTO PARTS, Lincoln, MI**

**2006 – present**

**Human Resources Director**

*Leading provider of technology, product innovation and engineering solutions to automotive and new energy industries with 2,800 employees; senior HR/ team player with significant contributions aligning HR initiatives with strategic business goals*

- Executed broad range of generalist HR initiatives to support business growth; realigned benefits resulting in \$1MM reduction in annual expenses; interviewed and ultimately changed 401(k) plan provider, introduced on-line enrollment capability; led Reduction-in-Force (RIF) programs yielding >\$1MM in annual savings without legal incident
- In charge of overall direction and execution of company-wide recruiting and succession planning programs; successfully attracted and retained two key executives to head Business Development and Product Group departments
- Re-engineered recruiting efforts; introduced time to fill and cost per hire metrics, resulting in efficient and productive talent acquisition processes
- HR advisor to business leaders in multiple site locations; areas of expertise included talent acquisition, retention and development, performance management, managing RIF initiatives, employee relations and regulatory compliance
- In charge of a team of 7 HR professionals; managed budget and reported actual to plan performance on a monthly basis to senior management
- Established company-wide compensation structure and annual salary benchmarking initiative; led effort to align annual performance management process to corporate values and key competencies; assessed talent and led oversight effort to ensure timely processing of reviews, merit adjustments and promotions
- Led the initiative, recommendation and implementation of new global web based performance management system
- Successfully passed OFCCP Affirmative Action Programs Audit without major findings or violations

**CAPITAL PROGRESSIVE TOOL COMPANY, Wixom, MI**

**1999 – 2006**

**Human Resources Director**

*\$300M manufacturer and global distributor of hydraulic tools; 900 employees; key member of the HR leadership team*

- Managed all HR activities for union and non-union businesses serving 300 employees across North America; oversight responsibility for performance management, employee relations, recruiting and training;
- Management responsibility for four HR professionals
- Led all HR functions including due diligence and talent assessment for two divestitures; managed RIF layoffs without incident
- Selected to serve as HR representative on key strategic teams including Compensation and Planning (developed compensation policies, procedures, salary grades) and the Management Contract Negotiation (successfully negotiated 3-year contract with the Teamsters union)

**BURKE HOWELL, Ann Arbor, MI**

**1994 – 1999**

**Human Resources Manager, Corporate Office**

*Engineering consulting firm with 12 locations and 350 employees*

- Developed and led talent acquisition strategies during fast paced two-year growth period. Hired over 150 people in 22 months with staff of three.
- Advised managers on various HR initiatives including recruiting, succession planning, performance management, employee and labor relations and compensation
- Developed leadership development program to coincide with talent acquisition and retention plans

**CLINTON MEDICAL CENTER, Canton, MI**

**1987 – 1994**

**Senior Human Resources Analyst, Corporate HR Department**

*300-bed acute care teaching facility; 1,900 employees*

- Represented the healthcare facility as compensation subject-matter-expert in civil service hearings
- Successfully recruited and hired to fill senior staff and director level positions; managed all recruitment activities including job descriptions, advertisement placement; developed, administered and analyzed intensive candidate qualification process

**EDUCATION**

**OAKLAND UNIVERSITY, Rochester Hills, MI**

**1992**

*Master of Science, Administration*

**UNIVERSITY OF MICHIGAN, Ann Arbor, MI**

**1987**

*Bachelor of Science, Business Administration*

**OTHER**

- Memberships: Society for Human Resource Management (SHRM); World at Work (compensation association)
- Certifications: Senior Professional in Human Resources (1995)
- Leadership: Graduate Detroit Regional Chamber of Commerce - Leadership Detroit XXVII