

Kimberly I. Meadows
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Strategic human resources executive offering 20+ years' corporate leadership success. Poised for a senior HR role with an organizational development focus or directing HR generalist affairs. Finesse for building strategies to acquire quality talent, develop those employees, manage their performance, and retain that knowledge base, to ensure the organization remains profitable and enhances competitive position. Versatile experience, having provided leadership in stressed, chaotic, and high-growth environments. True partner to all levels of management, with a reputation for contributing ideas, processes, and solutions that are considered best practices. *Expertise:*

- Organization Development
- Training & Development
- Performance Management
- Strategic Retention
- Succession Planning
- Management Coaching
- Career Management
- Compensation Planning

EXPERIENCE

Faurecia Emissions Control Technologies (North American Division)

[Global tier 1 automotive supplier; ~5500 employees]

Plant Human Resources Manager (2 sites) Toledo, Ohio & Taylor, Michigan December 2013 – June 2014

- Perform human resources generalist responsibilities for ~300 employees in two manufacturing sites (union and nonunion)

Human Resources Development Director Columbus, Indiana & Toledo, Ohio January 2005 – November 2013

- Champion all organization development activities for the North American division including performance management, succession planning, career management, and training. *Highlights include:*
 - Ensuring robust training & development of talent to feed succession reservoirs
 - Ongoing technical/leadership/interpersonal competencies assessment of current talent, gap analysis and design of appropriate action plans
 - Coordination of co-op and intern program to develop future talent
 - Development and application of resignation risk assessment tool and retention action plans
 - Relationship building with all levels of employees through "career discussions" focused on identifying career aspirations, strengths and development areas
 - Effective recruitment of key talent
- Manage (development, administration and analysis) division compensation programs for all salaried employees
- Serve as an internal consultant to management concerning the development of division policies

Human Resources Director, Division Headquarters & Technical Center Toledo, Ohio November 1999 – January 2005

- Collaborated with management in the delivery of effective human resources services for division headquarters and technical center
- Served as an internal consultant to management concerning the interpretation and enforcement of division practices, guidelines & policies and legal compliance with federal and state mandated statutes

Spherion, Maumee, Ohio
Manager, HR Professionals

February - June 1999

- Responsible for establishing and evaluating operational direction within the human resources practice area

Toyota Technical Center, USA, Inc., Ann Arbor, Michigan

March 1993 - February 1999

[U.S. design and development center, ~600 employees]

Senior Human Resources Specialist

- Performed all human resources generalist responsibilities for 300 employees within seven departments of a multicultural, technical organization
- Managed (development, administration and analysis) the company-wide compensation function and all related programs
- Advised all levels of management on human resources issues and made recommendations regarding appropriate actions and/or countermeasures
- Developed and delivered managerial training concerning a variety of processes and topics
- Supervised two subordinates

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Vickers, Inc., Maumee, Ohio

June 1988 - February 1993

[World headquarters for global manufacturer of hydraulic systems, 8500 employees, acquired by Eaton Corporation]

Performance Management Specialist/Salaried Personnel Analyst

- Developed, initiated and facilitated the effective delivery of programs which supported performance management processes (managing individual/team performance, managing rewards, organization development, and training & development); introduced concept to senior management; designed training video scripts and support materials
- Acted as an internal consultant and trainer in support of HAY-based job evaluation process; developed training program and introduced process to a global audience of plant operations and key executives
- Designed and updated domestic salary structures based on trends within multiple labor markets (utilizing linear regression analysis and geographic differentials)
- Recommended compensation strategies for special salary administration concerns
- Coordinated the employment and employee relations functions for company world headquarters

The Midland Mutual Life Insurance Company, Columbus, Ohio

March 1987 - October 1987

[Company home office, 350 employees]

Compensation/Benefits Analyst (Assistant Manager-Human Resources)

- Responsible for analysis and administration of employee compensation and benefits programs
- Chaired the job evaluation committees; utilized the HAY Guide Chart-Profile methodology
- Developed and delivered managerial training programs
- Ensured the effective delivery of benefit services (introduced new health care plan)

SOFTWARE PROFICIENCIES

MS Office, MS Outlook, MS Visio, OrgPlus

EDUCATION

Marietta College, Marietta, Ohio

Bachelor of Arts

Major: Mass Media/Psychology

PROFESSIONAL DEVELOPMENT

- **Facilitation and Coaching Skills** workshop by Jon Biel (designer and developer of GE's *Workout* initiative)
- **Facilitation Skills** by *Thiagi* (Siviusailim Thiagarajan)
- **Effective Negotiating** workshop by Karrass
- **Negotiate to Win** workshop by The Cooper Management Institute
- **Influence: Collaborating for Results** course (participant and "train-the-trainer") by Forum Corporation
- **Certified Compensation Professional**
- Worked two weeks on the production line (installed wire harnesses in the instrument panel of Camry and Avalon models) at Toyota Motor Manufacturing Kentucky, Georgetown, Kentucky

REFERENCES

Available upon request

INTERESTS

Travel, music, running, gourmet cooking, gardening