

Elegant Fakename

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Detroit, MI 48220

Skilled, professional seeking to apply 10+ years of experience in strategic organizational leadership and talent development to an organization which values respect, excellence, and displays a commitment to enriching community.

Professional Highlights

- Developed recruiting plan for 22 location territory, consistently increasing labor supply by 25% annually
- Utilized KPI's to manage performance and exceed goals, resulting in less than 3% attrition
- Produced 40-page document on Inappropriate Conduct Prevention and Response Strategy; trained over 100 business owners in 4 states during two-day seminar
- Monitored and assessed employee engagement on a consistent basis through surveys and employee feedback loop- maintain 90% approval rating
- Created and implemented 7-week training series for business leaders and managers geared towards improving employee retention
- Presented multiple seminars at annual Franchisee Conference to hundreds of investors
- Provided weekly meetings to coach business leaders and management teams on areas of culture management, teaming, and employee engagement best practices
- Hosted lead therapist meetings to encourage peer to peer mentoring and coaching, improving problem solving and engagement
- Forged strong, long-lasting relationships with area schools and industry leaders to establish pipeline of candidates to organization

Work History

Director of Corporate Development

December 2015 to August 2017

Massage Green Spa

Birmingham, MI

- Worked with executive line to establish needs and carryout strategy for growth. Facilitated national growth through training, coaching, and recruiting of key team players. Oversaw team building for more than 300 team members nationwide.

Regional Talent Development Coordinator

November 2012 to December 2015

Massage Envy

Michigan/Ohio Region

- Developed and implemented regional growth strategies and oversaw the retention initiatives for over 300 team members. Worked with corporate development team to implement training for multi-level teams.

Education

Siena Heights University, Adrian, MI

- MA: Organizational Leadership
August 2018
- BAS: Massage Therapy
December 2016

Certifications/Professional Affiliations

SHRM, *certification*

NASFA, *volunteer*

NAfME, *board member*

TATBFE, *vice-chair*

FFSC, *first-officer*