

Leslie S. Grant

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HUMAN RESOURCES MANAGER

- ▶ **Complete Generalist HR Affairs** for both turnaround and high-growth manufacturing and production organizations.
- ▶ **Learning & Development**, launching programs to build high-performance workforce and develop future leaders.
- ▶ **Change Management** for HR initiatives, organizational development, HRIS technology, and corporate transformations.

PROFESSIONAL EXPERIENCE

DOWLING MANUFACTURING GROUP, Philadelphia, PA—2013–Present

Human Resources Director—Full HR generalist management for \$35M consumer products manufacturer with 80 employees.

Transitioned HR from traditional labor relations function into comprehensive HR organization focused on best-in-class HR policies, HRIS technology, staff and management training, and support of strategic business goals. 1 direct report.

- ▶ Provided HR leadership during a period of rapid growth with better than 18% increase in annual revenues and 10% gain in profitability. Currently supporting initial efforts to establish secondary manufacturing facility to meet customer needs.
- ▶ Captured \$50K in benefit cost reductions and avoided an additional \$800K in retirement plan funding.
- ▶ Introduced metrics-based performance management system with a heavy emphasis on operating results. Spearheaded value-add employee recognition and awards programs.
- ▶ Re-invented and implemented new recruitment, staffing, and workforce development programs to meet advancements in product operations, technology, and management.
- ▶ Championed successful EH&S program design/implementation and company-wide employee communications initiative.

TURBO INDUSTRIES, INC., Lancaster, PA—2008–2013

Human Resources Assistant Manager—Consumer Products (2011–2013)—HR generalist—recruitment, staffing, training, compensation, benefits, employee relations—for \$50M division with 120 employees.

Worked in partnership with HR Manager and HR Director to create, implement, and manage improved HR strategies, services, and programs to support the workforce during a downward trend and large-scale turnaround effort.

- ▶ Initiated successful workforce planning, job realignment, employee involvement, and team-building projects.
- ▶ Realigned compensation programs and salary administration to control accelerating costs.
- ▶ Taught Zenger Miller Frontline Leadership and Crosby Quality programs.
- ▶ Appointed to HR team handling plant divestiture and re-employment of all 120 employees with new joint venture partner.

Senior Human Resources Associate (2010–2011)

Managed labor relations, skills and technology training programs, and pay-for-performance initiatives.

Human Resources Associate (2008–2010)

Involved with recruitment, benefits administration, and implementation of company's first HRIS technology.

EDUCATION

MICHIGAN STATE UNIVERSITY—**BS Business Management** (2008)
WHARTON SCHOOL OF BUSINESS—**Strategic Human Resources Management**