

CANDIDATE PROFILE - TRIP REYNOLDS, 402-517-5112

ORGANIZATIONAL DEVELOPMENT

Frankly, it's folly to attempt to "organize" and "develop" any business unit without practical, hands-on, documented successful experience actually designing jobs, job standards, departmental structures, and entire business units – in the actual achievement of business objectives. Unlike many professed OD consultants, I actually wield the subject matter expertise required to implement OD. For example, I have repeatedly, consistently, and successfully implemented OD initiatives using the following skill sets:

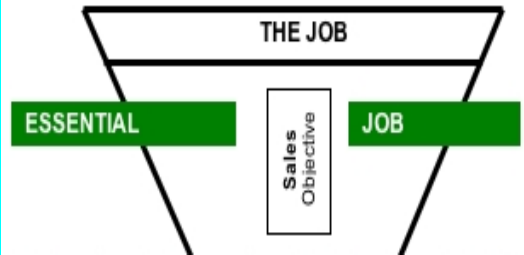
STRENGTHS

- Created/recruited over 50,000 jobs.
- Conducted performance management (reviewed and approved) over 443,810 employee performance evaluations!
- Lead and validated a 68% drop in health claims by health promotion program members vs. a 79% increase in health claims by non-members.
- Diverse HR experience in public/private sector, profit/non-profit, union/non-union, multi-site/multi-state, and international
- Diverse HR experience in broadcasting, aerospace, public education, finance, health care, gaming, IT, retail, manufacturing, municipal government, and property/casualty insurance.
- Conducted over 3,500 job audits.
- Created over 2,500 salary schedules.
- Managed comp programs from \$1 million to \$507 million!
- SME in proprietary HRIS.
- SME in all HR communication methodology, including HTML.
- Evaluated over 7,000 jobs.
- Wrote over 7,200 job descriptions; 3,000+ policies, handbooks, etc.
- Won 100% of self-represented unemployment claims.
- Never used any sick days.
- Never filed any health claims.
- Never lost a decision to the EEOC.
- Subject matter expertise in all HR disciplines can easily be validated before hire at <http://www.reynos.com/bio.htm>

Organizational Development – “Confidence comes from strategic plans that are anchored to predetermined, proven outcomes! It's not guess work. Nothing is ambiguous!”

-- Trip Reynolds

ORGANIZATIONAL DEVELOPMENT STRATEGY MAP

MEDIOCRITY	COMPENSATION PHILOSOPHY	TO EXCEL	COMPENSATION PHILOSOPHY
FINANCIAL PERSPECTIVE (WAITING FOR RESULTS)	?	COMP ANCHORED TO REVENUE OBJECTIVES	PAY BASED ON CONTRIBUTION OR INCENTIVE USUALLY CAUSES EMPLOYEES TO BE MORE FOCUSED ON RESULTS THAN PROCESS OR ACTIVITIES, AND MAY CAUSE CULTURE SHOCK
CUSTOMER PERSPECTIVE	PAY BASED ON SENIORITY USUALLY CAUSES EMPLOYEES TO REMAIN IN THE SYSTEM LONGER, BUT DOESN'T GUARANTEE HIGHLY MOTIVATED PERFORMANCE	SALES EVENTS ANCHORED TO QUALITY SERVICE DELIVERY	
PROCESS PERSPECTIVE	PAY BASED ON SENIORITY USUALLY CAUSES EMPLOYEES TO REMAIN IN THE SYSTEM LONGER, BUT DOESN'T GUARANTEE HIGHLY MOTIVATED PERFORMANCE	PROCESS MUST LEAD TO A SALES EVENT	