

HR / PROJECT & CHANGE MANAGEMENT / ORGANIZATIONAL DEVELOPMENT / COMMUNICATIONS

It's because I possess this . . .

SUBJECT MATTER EXPERTISE

SUBJECT MATTER EXPERTISE (SME) - [Compensation](#) / [Position & Change Management](#) / Job Design & Job Evaluation / [Recruitment & Selection](#) (local, regional, national & international) / [Training and Organizational Development](#) / [Performance Management](#) (design, orchestration, assessment, validation) / [Employee & Labor Relations](#) / [Health Benefits](#) Managed Care, [Wellness](#) & Cost Containment / Employee Assistance Programs / Deferred Compensation / TQM (alignment with Zero Base Budgeting, ISO, RUP, Six Sigma, Lean, etc.) / HRIS / Employee [Communications](#) (print, broadcast, intranet/internet) / [Diversity](#) Management (AA/EEO/ADA) / Ethics

ENVIRONMENTS - [Private & public sector](#) / Profit & Non-profit / Union & Non-union / Multi-site, Multi-state & International / Average employee population serviced is 9,611 and has ranged from < 100 to > 60,000

INDUSTRIES - Broadcasting / Aerospace / Public Education (K-12 and collegiate) / Finance / Healthcare (acute, long-term care, state-of-the-art medical research) / Gaming / Manufacturing / Municipal Government / IT / Retail / Property & Casualty Insurance / Human Resource Consulting / Media Relations

"Confidence to achieve organizational development objectives comes from strategic plans anchored to pre-determined, proven outcomes!"

It's not guesswork. There's no gray!"
Trip Reynolds

Easily validated because I've done this . . .

DELIVERABLES

<http://www.reynos.com/bio.htm>

1. Diverse HR management experience in public/private sector, profit/non-profit, union/non-union, multi-site/multi-state, and international environments.
2. Diverse HR management experience in aerospace, public education, financial services, health care, gaming, IT, retail, manufacturing, municipal government, property/casualty insurance, broadcasting, and HR Consulting.
3. Created/recruited over 50,000 jobs.
4. Diverse HR management experience designing entire departments from scratch, including all related **project management**, position hierarchy, job design, job standards, compensation, recruitment and staffing, and creation and alignment of strategic business unit objectives in compliance with company objectives and employment law.
5. Conducted performance management (reviewed and approved) 443,810 employee performance evaluations!
6. Directed health benefits, and lead and validated a 68% drop in health claims by health data analysis /wellness program members vs. a 79% increase in health claims by non-members.
7. Produced (filmed and edited) and broadcast over 35,760 hours of community-based content and media relations
8. Diverse subject matter expertise successfully conducting fund raising campaigns.
9. Diverse subject matter expertise in employee/labor relations.
10. Diverse subject matter expertise in training and development, and [proprietary seminars](#).
11. Won 100% of self-represented unemployment claims.
12. Managed comp programs from \$1 million to \$507 million!
13. SME in proprietary HRIS/ERP installation, maintenance, and data analytics, including RFPs.
14. SME in all HR communications, including newsletters, intranet/HTML, and audio/video.
15. Evaluated over 7,000 jobs.
16. Wrote over 7,200 job descriptions.
17. Wrote over 3,000 policies; wrote dozens of employee handbooks.
18. Conducted over 3,500 job audits.
19. Created over 2,500 salary schedules.
20. Never used any sick days.
21. Never filed any health claims.

That's why I excel at doing this:

PROJECT MANAGEMENT & OD

The ultimate purpose of organizational development, and its achievement through project management, is to move from one paradigm - typically perceived as inefficient or dysfunctional - to a paradigm that provides for the achievement of better performance outcomes. **Having literally designed thousands of corporate-wide and departmental reorganizations, from top to bottom, involving all FLSA exempt and non-exempt positions, I know exactly how to get you there through:**

- Strategic PM Team Leadership
- PM Policy and Planning
- HRIS/ERP/Data management, analytics, and IT integration
- Alignment of technology to achieve strategic business unit outcomes.
- Job design, job evaluation and position hierarchy with specific and validated performance and compensation outcomes.
- Design of infrastructure, operational systems, and materials management with specific and validated performance outcomes.
- Achievement of DEI objectives and compliance with AA/EEO/ADA and OFCCP
- Communications: Internal audiences; external audiences; public speaking; seminars; training and development; graphics, print, broadcast, HTML, and media/public relations

PUBIC SECTOR	PRIVATE SECTOR	FOR-PROFIT	NON-PROFIT	UNION	NON-UNION	MULTI-SITE	MULTI-STATE	U.S. DOMESTIC	INTER-NATIONAL
CTI22	REYNOS	REYNOS	CTI22	BOEING	REYNOS	BOEING	BOEING	REYNOS	CTI22
FAMC	BOEING	BOEING	FAMC	DPS	CTI22	DPS	NJMC	CTI22	BOEING
DPS	BULLWACKERS	BULLWACKERS	DPS	KEMPER	FAMC	DMFCU	ALLSTATE	FAMC	NJMC
DMFCU	CCI	CCI	DMFCU	CPS	DMFCU	HNCU	KEMPER	BOEING	DPS
HNCU	ALLSTATE	ALLSTATE	HNCU		COD	BULLWACKERS		DPS	CPS
NJMC	KEMPER	KEMPER	NJMC			NJMC		DMFCU	CCI
COD			COD			COD		HNCU	BULLWACKERS
CPS			CPS			ALLSTATE		BULLWACKERS	CCI
						KEMPER		NJMC	COD
						CPS		CPS	

LEGEND (# EMPLOYEES)

CTI22 =	Community Telecast, Inc. (2)
FAMC =	Fremont Area Medical Center (900)
DPS =	Denver Public Schools (17,100)
DMFCU =	Denver Municipal FCU (55)
HNCU =	Horizons North Credit Union (70)

NJMC =	National Jewish Medical (1,500)
COD =	City of Dallas (17,400)
CPS =	Chicago Public Schools (21,500)
BOEING =	Boeing / Jeppesen (2,100)
CCI =	Crystal Courier Imports (150)

REYNOS =	Reynos.com (1)
ALLSTATE =	Allstate Insurance (60,000)
KEMPER =	Kemper Insurance (12,000)
BULLWACKERS =	Bullwackers Casinos (250)

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- **Diverse HR management experience** in public/private sector, profit/non-profit, union/non-union, multi-site/multi-state, and international environments.
- **Diverse HR management experience** in aerospace, public education, financial services, health care, gaming, IT, retail, manufacturing, municipal government, property/casualty insurance, broadcasting, public/media relations, and HR Consulting.
- Average employee population serviced is 9,611 and has ranged from less than 100 to over 60,000
- **Created/recruited** over 50,000 jobs.
- Conducted **performance management** (reviewed and approved) over 443,810 employee performance evaluations!
- Directed **health benefits**, and lead and validated a 68% drop in health claims by **health data analysis /wellness program** members vs. a 79% increase in health claims by non-members.
- Produced (filmed and edited) and broadcast over 35,760 hours of **community-based (DEI) content and media relations**
- SME in all **HR communications**, including newsletters, intranet/HTML, **media relations**, audio/video, **seminars**.
- Diverse subject matter expertise in **employee/labor relations**.
- Diverse subject matter expertise in **training and development**.
- Managed comp programs from **\$1 million to \$507 million!**
- SME in proprietary HRIS and data analytics.
- **Evaluated over 7,000 jobs**.
- **Wrote over 7,200 job descriptions**.
- Wrote over 3,000 policies; wrote dozens of **employee handbooks**.
- Conducted over 3,500 **job audits**.
- Created over 2,500 **salary schedules**.
- Never used any sick days; **career athlete**.
- Never filed any health claims.
- **Never lost a decision to the EEOC**.
- Won 100% of self-represented unemployment claims.
- **Fundraising and community involvement**
- My candidacy supports your commitment to DEI

HR Management Consultant; Reynos Consulting; P. O. Box 327; Omaha, Nebraska 68144 - www.reynos.com – July 2013 to Present - Provide professional consulting services involving human resources and organizational development, media relations, and project management. Provide consulting services to publishing, broadcasting, health care, aerospace, IT, financial services, gaming, municipal government, K-12 public education, manufacturing, retail, and import/export industries. Designed and reconciled compensation strategies for retail sales operations that aligned with business unit objectives and strategies. Guide HR management as in-house counsel on performance management, document retention, report writing, data analytics, bargaining unit analysis and labor relations, linkage of proprietary legal applications with HRIS, employee relations, ethics, recruitment and selection (plus retained search), and AA/ADA/EEO. Counseled senior management in organizational development, compensation, benefits, change management (CM), equity/stock analysis, training, employee/labor relations, and media relations. Won all EEO claims; wrote policies/employee handbook/rules. Consistently function as the “go-to” person for all aspects of employee and/or employer project management and organizational development, including: information technology, project implementation, sales, strategic CRM services and solutions, and "best practices" in professional services management.

President/CEO/GM; Community Telecast, Inc., Omaha, Nebraska 68111 - December 2007 to June 2013 - Direct all business operations 24/7/365, including human resources and fund raising [501 (c)(3)], for Omaha’s only community access television station.

Manager of Human Resources; Fremont Area Medical Center; Fremont, Nebraska 68025 - November 2006 to November 2007 [Temporary Employment] - Managed **compensation**, benefits, employment, employee relations, and related HR disciplines for a 252 bed acute care and long-term care, in compliance with Joint Commission, medical center located in metro Omaha.

Program Manager/ Compensation; Boeing/Jeppesen; Englewood, Co. 80112 - April 2004 to July 2006 [Reduction-In-Force] - Primary consultant to senior management for all compensation matters including research, validation, methodology, and philosophy.

Program Director/ Compensation; Denver Public Schools; Denver, Co. 80203 - May 1997 to June 2003 [Reduction-In-Force] - Provided subject matter expertise on compensation to Board of Education, senior management and 9 employee bargaining groups/unions.

Vice President of Human Resources; Denver Municipal Federal Credit Union; Denver, Co. 80204 - April 1995 to May 1997 - Directed all HR disciplines, including **compensation**, benefits, recruitment/selection, training, workers comp, unemployment comp, employee relations, organizational development, CM, AA/EEO/ADA, etc.

Manager of Employment, Compensation, and Employee Relations; National Jewish Medical Research Center; Denver, Co. 80206 - January 1992 to July 1995 - Managed comp, HRIS, recruitment/selection, unemployment comp, employee relations, AA/EEO/ADA, Joint Commission, etc.

Manager, Personnel Programs; City of Dallas; Dallas, Tx. 75201 - December 1982 to November 1991 - Managed compensation, benefits [cost containment, deferred comp 401(k) and 457, wellness, employee transportation services], HRIS, EAP, and position validation.

Education: MBA-Completed graduate hours toward degree, **Northern Illinois University**, DeKalb, Illinois; **BA - Ottawa University**; Ottawa, Kansas, Academic Honors, FCC Certificate; **AA - Garden City Community Junior College**, Garden City, Kansas, Academic Honors; **High School Diploma -Wichita Heights High School**, Wichita, Kansas. Certifications in compensation, benefits, employment law, and employee relations. Computer/HRIS Certifications: J.D.Edwards, Lawson, Great Plains, ADP/Payroll, Kronos, and other proprietary platforms, including Windows, Mac OS, Microsoft Office, WordPerfect, PageMaker, PhotoShop, DreamWeaver, Flash, FireWorks, HomePage and HTML. FEMA Emergency Management Institute Certifications: **IS-00100**, **IS-00200**, and **IS-00700**.

Personal: Health/Excellent - I've never used a sick day or filed a health claim with any employer! Masters Mile PR: 4:35 (1991) Masters 200 meter PR: 23.5 (1997); **President, Denver Track Club**; USA Track and Field **Champion** in various events (100 meters, 200 meters, 400 meters and 1,500 meters) over the past three decades in Kansas, Illinois, Texas, Nebraska, Colorado, and Utah! Robust experience in **philanthropy and fundraising**, and **leadership**. **Relocation:** Can handle my own relocation expenses. Review expanded resume, work examples, and **references** at: <http://www.reynos.com/bio.htm> and <http://www.linkedin.com/pub/harold-trip-reynolds/4/5b/801>