

# BOB LOBLAW

Human Resources Leader

## PROFESSIONAL SUMMARY

Results-driven Human Resources leader with eight years of experience in talent planning, coaching and development, recruitment, retention, compensation, and legal compliance. Committed to protecting the corporate vision and values while producing an engaged team.

## CONTACT

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Anywhere, USA

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## EDUCATION

Bachelor of Arts | Sociology  
Milford Academy University  
Anywhere, USA

## AWARDS

HR Business Partner of the Year  
(of 27 peers in the region)  
*Bluthe Company, 2018*

HR Professional of the Year  
(of five peers in the district)  
*Bluthe Company, 2018*

## SKILLS

Full Cycle Recruiting  
Coaching and Corrective Action  
Behavioral Interviewing  
Orientation and Onboarding  
Diversity/ADA Compliance  
ER Investigations  
EEO & OFCCP Compliance  
Leave of Absence/FMLA

## EXPERIENCE

### Human Resources Business Partner

*Bluthe Company | Anywhere, USA | 2015-2019*

- Implemented recruiting strategy to staff building to 100% of goal or better every year
- Reduced turnover from 348% to 202% (goal of 205%)
- Identified talent to staff leadership positions in startup location to 100%
- Trained managers at all levels in the district in key HR competency for:
  - Employee Performance Management, Coaching & Corrective Action
  - Sexual Harassment Management
  - Select International Situational Interviewing
- Successfully on-boarded external District HR Manager
- Prepared high-level staffing outlook plan for FY 17 for District and presented to Regional Vice President
- Directed 136 outreach activities in FY 18 (#3 in the company) to fulfill FedEx's commitment to a diverse workforce
- Prepared equitable compensation offers for internal promotions and external (exempt and nonexempt) hires
- Resolved employee relations concerns and HR investigations with urgency
- Strategically managed recruiting budget, eliminated unproductive spending and focused resources on high-result efforts
- Demonstrated knowledge of HR practices, guidelines and regulations to support the organization and mitigate risk

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## PROGRAMS

Microsoft Suite  
Adobe Professional  
SharePoint and Community

## CONTINUED

- Served as Diversity and Inclusion captain and implemented first diversity engagement initiative in district
- Selected to participate in three corporate-led HR projects requiring field input

## APPLICATIONS

Taleo  
PeopleSoft  
BrassRing Kenexa  
Navex Case Management  
Kronos and MyTime  
Oracle HRIS

### Human Resources Director Assistant

*Sitwell Enterprises | Anywhere, USA | 2011-2015*

- Promoted three district team leaders and 12 store executive team leaders to next-level position
- Collaborated with leaders to develop a talented executive store team through succession planning, training, and interview preparation
- Administered total compensation for exempt internal promotions and external hires
- Coordinated recruiting, interviewing, hiring, orientation, onboarding and training of store executives and store managers
- Piloted company-wide application of HRIS position management system, trained district teams on the rollout
- Assisted in resolving a wrongful termination suite of former executive leader in relationship to FMLA compliance
- Removed four stores from employee satisfaction survey focus list
- Processed internal moves, promotions, terminations

## LEADERSHIP STRENGTHS

Builds Partnerships  
Drives Change  
Collaborates  
Enables and Motivates  
Innovates  
Develops Self and Others

### Senior Team Leader

*Sitwell Enterprises | Anywhere, USA | 2007-2011*

- Developed and promoted seven team members and team leaders to next-level position
- Removed two stores from employee satisfaction survey focus list
- Led a team of two team leaders, five specialists, and 25 hourly team members
- Counseled employees on performance and conduct issues, issuing corrective action as necessary
- Conducted daily, weekly and monthly engagement activities to retain talent

## VOLUNTEER WORK

Career coaching  
*Catholic Charities Roundtable*  
2016-2018  
  
Student resume review and  
interview prep  
*Haskell Indian Nations*  
*University*  
2017-2018