

WESLEY LYONS, SPHR, CELS

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VP/DIRECTOR HUMAN RESOURCES

PROFESSIONAL PROFILE

- ◆ Versatile human-resources executive with hands-on experience in diverse industries operating over multiple jurisdictions in multiple countries.
- ◆ Strategic professional who deploys participative management style in fast-paced, diverse workforce.
- ◆ Proactive change agent who spends time in employee environment encouraging learning and promoting the increased productivity that results in value-added customer service.
- ◆ Excellent team builder and consultant on personnel issues and organizational development.

AREAS OF EXPERTISE

- ◆ Human-resource strategy, objectives, policies, programs
- ◆ Employee and management training
- ◆ Succession planning/management practices and programs
- ◆ Domestic and international recruitment, testing, and staffing needs
- ◆ Diversity programs
- ◆ Facility management
- ◆ EH&S management
- ◆ Employee-relations programs
- ◆ Policy assessment
- ◆ Union avoidance
- ◆ Compensation and benefits design/administration, including stock options, ghost plans, and deferred compensation
- ◆ Multi-unit management
- ◆ Operations management
- ◆ Performance management
- ◆ EEOC, AAP, OSHA, W/C, and other federal, state, and local compliance program needs, including training, investigation, and prevention programs

PROFESSIONAL EXPERIENCE

Director, Human Resources, *HealthScape*, Pasadena, CA, 2003 to Present

- ◆ Oversee human resources at all facilities and offices throughout eight states in top HR position for large, outsourcing provider for anesthesiology, neonatology, and emergency-medicine services.
- ◆ Partner with executive management to grow the business through innovative human-resources management.

Director, Human Resources, *Landing Systems Services, Edit Corp.*, Pasadena, CA, 1999 to 2003

- ◆ Directed human resources at 12 facilities for business group that handled overhaul of landing gears, wheels, and brakes of commercial and military aircraft worldwide.
- ◆ Collaborated with group Vice President and General Manager while assisting Director of Operations and site leaders in growing their businesses through innovative human-resources management.
- ◆ Assisted with employee relations for union and non-union facilities of other divisions and in implementing Six-Sigma and lean programs on manufacturing floors.
- ◆ Designed and presented management-training programs ranging from first-line supervisors to senior-management teams to facilitate understanding of employment relations, diversity issues, employment law, recruiting, and organizational development; program functioned as cornerstone for union avoidance, employee retention, and increased employee morale.
- ◆ Initiated human-resources reporting system to update field managers, senior managers, and board of directors on progress of human-resources goals in areas such as recruitment, turnover, employee retention, recruitment cost, benefit cost, and cost-savings efforts.

Vice President Human Resources/Member, Board of Directors, *GEER*, Hibernia, CA, 1993 to 1999

- ◆ Oversaw HR for 45 locations in Americas for division of GEER, largest provider of silenced diesel generators.
- ◆ Acted as consultant for several other locations throughout worldwide network of offices.
- ◆ Handled P&L for additional areas of legal affairs, organizational development, safety, environmental, recruiting, and training/development.

Director of Human Resources, GEER, Hibernia, CA, 1993 to 1994

- ◆ Developed leading-edge human resources organization.
- ◆ Oversaw P&L for HR, HRIS, travel, management coaching/counseling, organizational development, succession planning, standard practices, compensation, and benefits.
- ◆ Developed and implemented recruiting program, including Internet recruiting and developing pre-employment/post-offer background searches that helped to assure fit between candidates and jobs.
- ◆ Established communication programs to update employees, management, and field offices on company's new programs and changes.
- ◆ Incorporated benefits-program review that resulted in increase in 401(k) program participation from 25 percent to 95 percent and increased assets from \$1 million to \$14 million+.
- ◆ Reviewed and restructured health-benefit program without reducing benefits to employees; reduced cost from more than \$2 million for 225 employees to just over \$1.5 million for 600+ employees while improving claims payments and ability to introduce several wellness programs.
- ◆ Refined salary systems for all levels of employees with compensation programs that included stock options, 401(k), commissions, stock savings plans, bonus plans, and executive SERP plans.
- ◆ Trained in employee-relations law to negotiate with union and non-union work forces for dual projects and acquisitions.

Director Administration/Human Resources, The Corona Companies, Pasadena, CA, 1989 to 1993

- ◆ Reported directly to CEO of sales and manufacturing divisions.
- ◆ Assumed and maintained P&L responsibility for administrative departments, including Human Resources, HRIS, MIS, Training and Development, Safety, Security, Internal Audit, Benefits and Compensation, Legal, Insurance, Travel, and Internal Investigations.

EDUCATION

- ◆ Master of Business Administration coursework, Tulane University, New Orleans, LA
- ◆ Equivalent to Bachelor of Science in Business in preparation for MBA program, Tulane University, New Orleans, LA
- ◆ Bachelor of Science in Sociology/Psychology, University of California, Berkeley, CA
- ◆ Certified Employment Law Specialist Program, Northwestern University, Evanston, IL

CERTIFICATIONS

- ◆ Certified Senior Professional in Human Resources (SPHR)
- ◆ Certified Lominger Leadership Architect and Voices administrator
- ◆ California Supreme Court Certified Mediator
- ◆ IAML Certificate in Employee Relations Law
- ◆ Certified Employment Law Specialist (CELS)
- ◆ Notary Public, State of California

PROFESSIONAL AFFILIATIONS AND BOARD OF DIRECTORS MEMBERSHIPS

- ◆ Member, Society Human Resource Management (SHRM)
- ◆ Member, Society Human Resource Management Global Forum
- ◆ Member, Human Resources Association Los Angeles County (HRALAC)
- ◆ Member, WorldatWork, The Professional Association for Compensation, Benefits and Total Rewards
- ◆ Member, Board of Directors, GEER, Inc., 1994 to 1999
- ◆ Member, Board of Directors Fair Competition Association, Inc., Pasadena, CA, 1986 to 1993
- ◆ Member, Board of Directors, Aquarius Productions, Inc., Pasadena, CA, 1986 to 1992