

**Connie Johnson, SPHR**

**Summary of Qualifications:**

Seasoned business partner with strategic and transactional experience in human resource management. Focus on development and integration of solutions to support business objectives. Key strengths demonstrated in talent management and leadership development, recruitment and retention, performance management and assessment; organizational development and leadership coaching; ability to plan and lead change management initiatives.

**Professional Experience:**

**Health Facilities Inspector II, State of Nevada 1/2009 - 9/2012**

Conduct inspections and complaint investigations for health facilities licensed by the State of Nevada; interpret regulations and provide technical assistance to provider. Participate in strategic planning and organizational development for the Bureau of Health Care Quality and Compliance. Serve on Quality Improvement Steering Committee and Strategic Planning taskforce for Health Division Administration.

**Managing Director, Talent Framework, Reno 5/2007 - 9/2009**

Provide consultative strategies for small to medium sized businesses in the areas of recruitment, training and development, engagement, retention, change management and risk assessment. Assist with executive recruitment contracts.

**HR Business Partner, Intuit Inc., Reno, NV 10/2005 - 5/2007**

Provide HR support to customer service and tax service departments. Emphasis on leadership development activities designed to improve individual and organizational effectiveness. Coach and participate in hire/discipline/fire decisions. Lead change initiatives; managed performance talent review processes; developed and led employee retention taskforce. Developed a continuous learning program to enhance development of staff skills and improve retention.

**VP HR, EP Minerals, Reno NV 1/2003 - 5/2005**

Led change initiatives for poorly performing multi-site, multi-state manufacturing division. Focus on operational improvement; leadership coaching; organizational development; performance management; training & development; recruitment; employee relations and labor relations. Resolved significant compliance issues; influenced rural miners to abandon unionization efforts; implemented new payroll system. Promoted from HR Director.

**Sr. HR Manager, Amazon.com, Fernley, NV 1999 - 2003**

Provided HR leadership for fast-paced distribution center (employed 1200 employees at peak). Led recruitment/retention activities, developed a high performance culture, managed and developed learning initiatives; conducted investigations and focused on union avoidance. Selected for assignment in the UK to assess and resolve issues in a poorly performing location. Promoted from HR Manager.

**Employee Relations Mgr., Koch Ind., Wichita, KS 1998 - 1999**

Provided support to client groups for privately held oil/gas corporation with 16K employees. Develop and implement strategic initiatives, including performance management, training and change initiatives and

FLSA compliance issues.

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**VP, HR, Sun Healthcare Corp., Denver, CO**

**1996 - 1997**

Supported organizational and facility leadership through development of HR initiatives for 300 skilled nursing facilities in 32 states. Focused on acquisitions and integration strategies; developing/improving talent management; recruitment and retention; and labor relations. Led HR managers with multi-site, multi-state responsibilities.

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**Regional HR Mgr., Hillhaven Corp., Denver, CO**

**1994 - 1996**

Provided HR support for 40 health care facilities in 7 states. Worked with divisional and local leaders to improve site performance for target locations; extensive coaching, training and problem solving strategies and interventions. Focus on leadership training, employee relations and union avoidance activities. Received Employee of the Year Award in 1996 just prior to company acquisition.

**Education:**

- Continuing professional development including teaching HR-related classes and attending workshops, conferences, and conducting research
- B.S., Business & Management, University of Redlands, Redlands, CA
- Personnel Mgmt & Industrial Relations Certification Program, SDSU, San Diego

**Professional Affiliations:**

- SPHR Designation (1997-present)
- SHRM Membership (1994 - present)
- N. Nevada Human Resource Association (1999-present)
- Past Member Chair, Colorado Human Resource Association