JaNE Meridian, MBA, SPHR, SHRM-SCP

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**Human Resources Director**

Start-ups | Acquisitions | Turnarounds | High-Growth Organizations

Strategic and innovative HR Executive who translates business vision into HR initiatives that improve performance, profitability, growth, and employee engagement. Empowering leader who supports companies and top executives with a unique perspective and appreciation that human capital is every organization’s greatest asset. Genuine influencer who thrives on tough challenges and translates visions and strategies into actionable, value-added goals.

**Human Resources Skills & Qualifications**

* Leadership Development
* HR Policy, Process

& Systems Design

* Change Management
* Workforce Planning
* HR Best Practices
* Relations & Diversity
* Acquisition
* Staff Coaching
* Organizational Development
* M&A Strategies
* Employee Performance Improvement
* Due Diligence
* Organization-Wide Consensus Building

**Professional Experience**

Advantech,Chicago, IL 2009 – Present

**Director** – **US & International Human Resources**

Recruited to direct HR for US and newly launched international operations. Partner with other directors and senior executives to develop new business initiatives, foster employee engagement, and mobilize talent. Manage $135K budget.

* **HR Organization Leadership:** Most senior HR executive in Advantech, directing 4 HR professionals in staffing, recruitment, benefits, executive compensation, training, leadership development, succession planning, HRIS, and regulatory compliance. Heavy emphasis on leading Donovan through rapid HR change and transformation programs.
* **International HR Launch:** Created HR organization – recruitment, staffing, onboarding, training for both expatriates and local national hires in Brazil, Mexico, and Spain.
* **Organization Transformation:** Enabled operational change essential to a $5M reduction in HR costs. Helped to facilitate redesign of core business operations, including 2 site closures and 1 fast-track expansion.
* **Post-Acquisition HR Integration:** Streamlined integration of VueX Wireless Systems, Advantech’s largest-ever acquisition at the time. Ensured strategic alignment of HR with new business objectives and minimized business interruptions through execution of workforce integration plans.
* **M&A Due Diligence:** Contributed to senior-level M&A decisions, supporting initial analysis through due diligence and subsequent integration. Enabled business growth by assessing HR cultural compatibility and talent impacts.

GHI Corporation, Indianapolis, IN 2006 – 2008

**Director – Human Resources**

Transformed HR into a true strategic business partner in the aftermath of an end-to-end HR restructuring. Championed HR vision while forging sustainable HR infrastructure, systems, processes, and practices. Oversaw budget and a staff of 2.

* **HRIS Technology:** Drove transition from outdated HR systems into a fully integrated HRIS platform from Oracle. Instantly improved analysis, reporting, and planning capabilities while streamlining daily HR functions.
* **Employee Relations:** Introduced proactive employee relations and communications programs to resolve previous labor and management issues and restore the credibility and employee-centric focus of the HR organization.
* **Career Coaching:** Rolled out the company’s first HR shared services center for delivery of internal coaching services.
* **Workforce Expansion:** Ramped up California-based engineering group of 50 new employees in just 3 months.

Blaine Corporation, Indianapolis, IN 2003 – 2005

**Manager – Human Resources**

Joined new management team tasked with revitalizing Blaine Corp. following years of instability, internal change, restructuring, and absent leadership. Supported corporate repositioning, guiding recruitment of 100 technical, professional, and management staff for US HQ.

* **Workforce Integration:** Integrated 30+ staff in the aftermath of 2 acquisitions, steering flawless workforce assimilation into core business operations. Contributed to profitable turnaround with >$1M in first-year savings.
* **HR Operations:** Consolidated HR functions previously managed by several different departments into a single consolidated organization to manage all generalist affairs. Trained and supervised 2 HR assistants.

Momentum E-Commerce, LTD.,Chicago, IL 2001 – 2002

**HR Consultant**

Consulted with major online retailers to help them build both on-site and remote workforces. Created staffing models and recruiting strategies to meet each client’s unique requirements.

**Professional Affiliations**

Member, Society of Human Resources Management (SHRM)

Committee Chair, World at Work

**Certifications**

Senior Professional in Human Resources (SPHR)

Society of Human Resources Management Senior Certified Professional (SHRM-SCP)

**Education**

**MBA Degree**, F.W. Olin Graduate School of Business, Babson College, Babson Park, MA

**MS Degree, Organization Development**, Loyola University, Chicago, IL

**BA Degree, Industrial Relations**, Loyola University, Chicago, IL