

## **TODD HAINES SHRM-SCP**

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### **HUMAN RESOURCES EXECUTIVE**

- Strategic Business Executive with 25 years of progressive HR leadership.
- Strong Global HR Experience. Over 12 years of working in a global environment
- Practical experience including International M&A's.
- High-level performer with consistent success driving productive organizational change.
- Proven ability to establish clear links between organizational needs and human resource solutions.
- Champion of Diversity and Inclusion.
- Prosci Certified Change Management Leader and Prosci Certified Trainer
- Creative solutions to talent management issues.
- Polished professional with strong interpersonal, communication and leadership skills.

### **PROFESSIONAL EXPERIENCE**

#### **California State College, Sacramento California** **2021-Present**

Faculty member, College of Business

- Instructor for Strategic Human Resources Management

#### **Golden 1, Credit Union Sacramento California** **2018- 2020**

*Vice President Human Resources*

Largest Credit Union in the state of California with over 72 branches and employee population of 1,900 (15 BLN in Assets)

- Implemented a new HRIS- Ceridian, Dayforce
- Developed a Wellness Program resulting in lower medical claims
- Oversee Workers Compensation and leave management programs
- Provide training and coaching to senior leaders on HR related topics
- Facilitate sexual harassment training and employment law updates
- Develop and implement policies, include updates to employee handbook
- Performance Management Training
- Created mentorship program for recent college graduates
- Lead employee engagement initiative's resulting in a 9% increase in overall employee engagement.

#### **PharMerica Corporation, Louisville, Kentucky** **2014-2018**

A leader in long-term care pharmacy services (Revenue 2 BLN)

*Vice President Human Resources*

Overall responsibility for over 95 Pharmacies and 113 Hospital Pharmacies throughout United States. Employee population of over 5,500

- Implement succession planning throughout the entire organization
- Responsible for setting the HR strategy
- Oversee implementation of HRIS, (Including vendor selection)
- Create overall benefit and compensation strategy for the company
- Develop a Management training and Internship program.
- Accelerated M&A program

**AKZONOBEL INC., Louisville, Kentucky****2006-2014**

Global leader in the Coatings and Chemicals industry. (Business Unit Revenue 1.7 BLN)

Business Unit Headquarters is transferring to Europe

***Vice President Human Resources***

HR responsibilities for Asia Pacific, Europe and America's. Report to Managing Director of Wood Finishes and Adhesives business unit. Located in 40 countries, 3,500 employees and 25 manufacturing locations. 6 direct reports and an HR population of 54

- Serve on the Business Unit Executive Leadership Team
- Member of the HR Global Leadership Team
- Set the HR strategy for the Business Unit
- On the Leadership Team for America's, Europe and China. Driving Centers of Expertise and Shared Service Centers
- Established and exceeded HR KPI for the Business unit.
- Improved Leadership Talent Review (succession planning) by 25%
- Diversity improvement of 18%
- Lead the HR due diligence for 3 M&A's plus numerous restructures.
- Drove a High Performance Culture within the business
- Established calibration session for our Performance Mgmt. Process
- Served on the leadership committee to establish functional assessments and development centers. Adopted throughout the company
- Achieved one of the highest engagement Gallup scores with in the Business Unit
- Overall responsibility for Succession Planning for the Business Unit, and six Functional areas
- Manage the Executive and Middle Management compensation scheme
- Develop recruitment strategy for the Business Unit. To include a focus on Diversity
- Responsible for building and implementing a talent factory culture with in the Business Unit.

**KENTUCKY TRAILER, Louisville, Kentucky****2005-2006**

Leader in manufacturing of custom made trailers for the moving industry.

(Revenue \$1.1 M)

***Vice President Human Resources***

Responsible for all Human Resource functions within the company. Report directly to the President and CEO. Manage 3 plants, over 500 employees with 5 direct reports. Established a new performance mgmt. system and pay for performance program. Improved absenteeism by 12 and revamped the entire hiring process.

**SHERWIN-WILLIAMS INC., Cleveland, Ohio****1995-2005**

\$5B Fortune 500, global leader in the paint and coatings industry.

(Division Revenue \$200 M)

***Vice President Human Resources, Chemical Coatings Division (2001 – 2004)***

Directed all Human Resource staff and activities for 83 facilities, 9 manufacturing plants, Sales and Marketing, R&amp;D and two start-up businesses in China. Reported directly to Division President. Human Resources responsibility for over 1,800 employees with 6 direct reports.

- Integral part of the executive management team that improved PBT by \$14M
- Personally, led the successful succession planning process. Identified potential backfills and specific professional development programs for key employees.
- Successfully recruited senior staff reporting to the Division President.
- Reduced turnover from over 8% to 5.3% in three years.
- Successfully managed several change mgmt. initiatives.
- Six Sigma Champion and leadership role of Operational Excellence initiatives.

***Human Resources Director, Chemical Coatings Division (2000 – 2001)***

Directed all Human Resource activities for nine manufacturing plants located throughout North America. Worked with executives, plant managers and HR managers to ensure employee relations objectives met. Managed all compensation plans, employee recognition, training and safety issues.

- Reorganized the HR structure within the division resulting in improved HR deliverables.
- Developed first division-wide career ladder/succession planning for technical personnel.
- Provided semi-annual HR training program for field HR administrators.

***Regional Human Resources Manager, Portland Oregon (1995 – 2000)***

Responsible for all HR functions for Sherwin-Williams Paint Stores chain in six western states including Vancouver, British Columbia. Worked with employees, district managers and vice president in resolving employment issues. Primary focus: Human Resources strategic planning, employee relations, recruitment and implementation of area training programs.

- Successfully developed a college recruitment strategy resulting in 40-50 management trainees each year.

**PAYLESS DRUG STORES, INC., Wilsonville, Oregon**

**1985 – 1995**

A retail chain with over 1,200 retail locations in 11 western states.

***Corporate Employment Manager (1989 – 1995)***

HR Generalist with responsibility for all aspects of employment issues for a retail chain.

***District Personnel Manager (1985 – 1989)***

Responsible for 4 separate districts ranging from 23-28 stores, each with employee counts up to 1,000.

**EDUCATION**

**Master's in Business Administration,  
City University, Vancouver, Washington**

**Bachelor of Arts, Management of Human Resources,  
George Fox University, Newberg, Oregon**

**PROFESSIONAL LEADERSHIP**

**Board Member of American Heart Association-Go Red for Women  
Board Member of River City Food Bank  
Sullivan University, Human Resource Advisory Board**

**PROFESSIONAL MEMBERSHIPS**

**Active Member of Sacramento Area Human Resource Association (SAHRA)  
Member of Society of Human Resource Management (SHRM)  
SHRM Senior Certified Professional**

