

JOHN L. WOOD

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Results-guaranteed **Vice President of Human Resources** with proven experience delivering dramatic cost reductions, improving productivity and morale, hiring superior candidates, and C-Level counseling. Developed emerging leader programs, created two corporate universities, delivering nationally recognized “award winning” training, selected as “Best Company to Work for 2009”. Known for employment law expertise, successfully defending 30 EEOC charges, saving \$300,000 in potential liability per charge. Seen as approachable and even handed, relishing the challenge of successfully building Human Resources departments and companies. Proficient in:

Coaching & Counseling of Managers
Succession Planning
Competitive Benefit Negotiations

Lowering of Employee Turnover
Board Presentations
Compensation & Reward Programs

CAREER HISTORY and SELECT ACHIEVEMENTS

BENCHMARK HOSPITALITY INTERNATIONAL, The Woodlands, TX 2007 – 2009

An international hotel / resort company comprised of 16 hotels, 4 private conference centers, 7 Golf Clubs and a conference center in Tokyo, Japan and Panama City, Panama. Nationally operating in 17 states with 5400 employees.

VICE PRESIDENT OF HUMAN RESOURCES

- Reorganized the recruitment process for senior executives by employing an “in-house recruiter” with net savings of over \$100,000 to the company.
- Reduced electronic advertising from \$55,000 to \$20,000 for the same coverage. Total savings to the company of \$135,000 in one year recruitment costs.
- Participated in securing a 3% employee insurance premium reduction, realizing a \$700,000 savings for the company and its employees.
- Spearheaded effort and received morale-building award for Best Places to Work in Texas in 2009, awarded by Texas Monthly magazine. (Finalist for Best Places to Work in the United States. – Forbes magazine.)
- Created, managed and launched Benchmark University’s revenue enhancement program for 2009. Program came in under budget, with a “system-wide” enthusiastic acceptance. The results were improved communications, increased customer satisfaction, alignment with company values/culture and increased employee morale as indicated by annual survey.
- Oversaw the implementation and management of HRIS (Ulti-Pro) system, which lead to greater efficiencies within the department and company-wide as it relates to processing, personal time off and a reduction in department employee count to process data now completed by HRIS.

THE STERLING COMPANIES, Destin, FL 2005 - 2007

A regional development company comprised of: Sterling Resorts, Sterling Realty, Sterling Mortgage, and Sterling Development. The Company employs 800+ individuals in 20 locations across three states, generating in excess of \$650M in annual revenues.

VICE PRESIDENT OF HUMAN RESOURCES

- Established SOP’s for corporate HR Department, which resulted in published policy and procedures, emerging leader program, metric evaluation process and formalized training and coaching. Actions resulted in zero employment legal actions, higher morale and a more professional employee base.

- Revitalized the recruitment process to facilitate hiring 300+ employees annually. Transferred many programs on-line to ensure adequate resume flow for seasonal hiring in an ultra-competitive hospitality industry. Result: reduced advertising costs by \$15,000 as well as reduced cycle time.
- Saved \$100K in fees by conducting a recruiting search for two senior officers in-house.
- Spearheaded contract negotiations for multi-site, multi-state company benefits, insurance, and 401K plans, which were delivered under allocated budget.
- Created and launched “Sterling University” to offer comprehensive, high-quality training for the Sterling Team. Programs covered: customer service, computer skills, sales, negotiation, general management, professional dress, problem solving, human resource principles, motivation and succession planning.

JOHN WIELAND HOMES AND NEIGHBORHOODS, Atlanta, Georgia

1989 - 2005

A regional homebuilder organization recognized by Builder Magazine as the 1994 National Builder of the Year, America's Best Builder 2005 and The JD Power award for quality. John Wieland Homes employs 1,200 individuals across 20 locations in five states, generating \$760M in annual revenues.

VICE PRESIDENT OF HUMAN RESOURCES (1996 – 2005)**DIRECTOR OF HUMAN RESOURCES** (1994 – 1996)**MANAGER OF HUMAN RESOURCES** (1992 – 1994)**EMPLOYMENT MANAGER** (1989 – 1992)

- Successfully defended 30 EEOC charges in 15 years, saving \$300,000 in potential liability per charge.
- Averaged 90% success rate for denial of unemployment claims.
- Achieved 20% turnover rate, while industry average exceeded 30%.
- The Training Department recognized by Training Magazine at a “Top 100 Training Program” in 2003 & 04.
- HR responsibility for corporate office, three manufacturing plants, two warehouses, 100 fleet truck pool, mortgage banking, 50+ residential/commercial construction sites and landscaping operation located in multi-site locations in seven cities and five states.
- Ramped up employee base by 600%. Company population increased from 200 to 1200 employees.
- Introduced numerous programs: Employment Testing to ensure position fit, Drug Screening to reduce liabilities, Superior On-boarding which reduced turnover in the first 90 days, Partnering with Georgia Tech allowing company to recruit top performers, Key Performance Indicators to benchmark performance and measure improvement, and Wieland University which resulted in an informed, skilled and professional staff.
- Introduced the Company's first HRIS (Employease) program for HR. The resulting impact: real time submission of manager approved paperwork, factual employee information, high velocity applicant flow, benefit data current and reduction in time/manpower to accomplish superior data base.
- Developed and managed program for future leaders. The program enhanced recruitment, strengthened culture, eliminated outside recruiter costs, reduced turnover in management, ensured continuity in CEO's vision and increased trust relationship with internal teams and outside vendors.
- Served on Company Executive Committee and counseled Executive Team in related HR issues.

EDUCATION

B.S., UNIVERSITY OF NORTHERN COLORADO, Greeley, CO
Degree in Business Administration • President of College Class • SHRM

Member: Top 50 Residential HR Professionals
Contributor to Builder Magazine
“Who's Who of Major HR Officers in Atlanta”