#  Brian J. Beck, PHR, SHRM-CP, MHROD

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**Education**

**Masters Degree in Human Resources & Organizational Development**

University of San Francisco, 99 CA

**B.S., Criminal Justice**

California State University Sacramento, 92 CA

 **SHRM** **Professional in Human Resources (PHR)**

Certification Institute, 1995

 **SHRM Certified Professional (SHRM-CP)**

 Certification Institute, 2015

 **Human Resources Management Certificate Program**

California State University Sacramento, 96

## Summary Of Over twenty-five years of professional experience in Human Resources.

**Qualifications** Fifteen years of solid professional recruiting experience.

Seventeen years of practiced management skills.

Effective team player that is comfortable with leading or collaborating.

 Strong business planner and effective strategic planning experience.

 Five years of training experience across the US.

 Trained organizations in Studer Principles (Hardwiring Excellence)

 Quality New Mexico and Malcolm Baldrige Award Coordinator

 Keen intuition; sincere, fun, ethical Human Resource and responsible

 management styles.

## Experience Human Resources

 Advised senior executives, middle management, colleagues and clients on both

 local and Federal/State Labor Laws.

 Managed HR functions for over 1,500 employees.

 Experienced in bargaining labor contracts, decertifications, and working

 effectively with unions.

 Experienced in recruiting healthcare, executives, and other professionals.

 Authored and lectured advanced training courses for management.

 Performed many employee relation mediation and grievance sessions.

 Familiar with different compensation and benefits models.

 Designed and directed business assessment programs.

 Knowledgeable of business ethics in Human Resources.

 Experienced and participated in Strategic Planning at a Senior level.

 Trained over 300 employees nationwide.

 Educated and experienced in various OD models.

 Skilled in creating a “Best Place to Work” atmosphere in the workplace.

 Experienced in acquisitions/how HR can contribute to successful integration.

 **Management**

Managed healthcare operations in several clinics, $11M in operations.

 Knowledgeable of general and corporate business models.

 Projected and held accountable for Profit and Loss Statements.

 Supervised work groups from 2-400 people.

 Directed and maintained recruitment and retention costs and programs.

 Managed all SUI and Worker’s Compensation cases, including no lost

 time injuries.

 Demonstrated exceptional customer service and follow-through.

 Knowledgeable of general OSHA guidelines.

 Familiar with JCAHO standards.

**Employment History**

 8/11/2021-Present Adventist Health +Rideout, CA

 **Director of Human Performance**

4/1/20-3/11/2021 Palmdale Regional Medical Center, CA

 **Director of Human Resources**

1/2/13-12/6/19 Oak Valley Hospital District, CA

 **Vice President of Human Resources**

 **Accomplishments:**

* Created a more streamlined and focused recruitment program with fast turnover of open requisitions, decreasing traveler costs by $1.2M.
* Contributed to creating several health insurance initiatives and wellness programs resulting in over $500,000 in cost savings within one year.
* Successfully negotiated three labor contracts.
* Lowered workers compensation costs 94% within one year.
* Union decertification, arbitration, mediation experience.

8/29/12-12/14/12 Pioneers Memorial Healthcare District, CA

 **Interim Chief Human Resources Officer**

04/12/10-07/12/2012 Community Health Centers of the Central Coast, CA

 **Director of Human Resources**

 **Accomplishments:**

* Re-built an HR department that became an employee advocate as well supporting managers and balancing the needs of the corporation.
* Instituted a culture of Rounding for Outcomes as an HRD/Senior Leader.
* Re-booted several Studer concepts and best practices for employees and managers, and streamlined a much more successful recruitment program.
* Asked to step into role as Regional Operations Manager for North County clinics.
* Increased overall quality and financial measures of North County operations, including the start up of a walk-in clinic in Templeton.

09/07-02/01/10 Lovelace Westside Hospital, New Mexico

 **Director of Human Resources**

 **Accomplishments:**

* Assisted with a regional recruitment plan that generated a reduction of open requisitions from over 550 to 260 in less than 6 months.
* Managed a workers compensation plan that contributed to a 90% reduction in incurred claim costs and no lost time claims.
* Wrote and facilitated a leadership development program with a goal of increasing retention, generating 97th percentile in employee satisfaction.
* Assisted with strategies that lowered agency cost by 80% in 6 months.
* Voted Top 100 Best Places to Work in Healthcare, Modern Healthcare
* Ranked 3rd in NM as Best Places to Work, NM Business Weekly

09/05-9/07 Heritage Home Healthcare & Hospice, New Mexico

 **Director of Human Resources**

 **Accomplishments:**

* Developed a recruitment structure that lowered no staff available to clients by 80%, also contributed to less overtime for schedulers per week.
* Created a management training and mentoring program designed to develop leadership and their competencies, lower turnover, and increase retention.
* Strategically designed faster functions to drive, screen, and hire caregivers.

08/02-09/05 Providence Kodiak Island Medical Center, Alaska

 **Director of Human Resources**

 **Accomplishments:**

* Created an HR Department that was more approachable and

functional in service.

* Designed workers compensation systems that saved over $40,000 in one year of allocated costs and nearly three years of no lost time injuries.
* Coached many managers in employee relation techniques that enabled these managers to become better communicators with staff, and also improve employee opinion survey scores.

5/98-6/02 Specialty Additions Inc., California

 **Director of Human Resources**

12/93-5/98 Remedy Intelligent Staffing, California

 **Regional Human Resources & Area Operations Director**

 **Regional Human Resources/Operations Manager**

 **Regional Trainer/Branch Manager**

 **Area Training Assistant**

 **Sales Supervisor**

 **Faculty Appointments**

* **Adjunct Faculty Member,** University of New Mexico

 Anderson School of Management, 2006-2010

 **Mgmt. 306/506 -** **Organizational Behavior and Diversity**

 **Mgmt. 498/598- Strategic Management**

 **Mgmt. 561 - Interpersonal & Team Dynamics**

 **Mgmt. 563 - Human Resource Theory & Applications**

 **Mgmt. 594 - Health Care Organizational Management**

* **Lorman Education Seminars Faculty Member**

**Professional Affiliations and Publications**

Member of Society for Human Resource Management (SHRM)

Member of California Public Employers Labor Relations Association (CALPELRA)

Life member of The International Order of DeMolay

Life member of the Delta Sigma Phi Fraternity

Ultrarunner

 Directions, National Association for Healthcare Recruitment, “Share Your Success”: **Recruiting in Kodiak Island, Alaska,** March 2004, Vol. 28, Number 2, pp. 37-38

Directions, National Association for Healthcare Recruitment, “Share Your Success”: **Sell The Culture, Not The Job,** February/March 2006, Vol. 30, Number 2, pp. 23-24

Directions, National Association for Healthcare Recruitment, **Let’s Not Forget The Backdoor,** February/March 2006, Vol. 30, Number 2, pp. 27

The ASHHRA Advocate, American Society For Healthcare Human Resource Administration, **Where’s The Front Door?**, Fall 2006, pp. 1-2

Lorman Education Services, Employment and Labor Update, HR Newsletter, **The Retention Crisis**, October 2006

Lorman Education Services, Employment and Labor Update, HR Newsletter, **It’s About The Culture**, December 2006

Success In Home Care, Operational & Clinical Solutions For Home Health Executives, **Execs Step Up To The Plate For Recruitment/Retention**, Vol. 11, No 1-January/February 2007, pp. 22-27

Rio Rancho Magazine, **What Makes A Great Hospital**, March, 2008, pp. 25

Lorman Education Services, Employment and Labor Update, HR Newsletter, **General Orientation, Set The Tone For Success** August 2008

HR Pulse, **Diversity Considerations..More Than AAP & EEO**, Fall 2008, pp. 52-53

Go Jobing Magazine, **New Mexico Employers Spotlight,** Fall 2008, pp.8-10

Voluntary Benefits Magazine, **B.I.N.G.O….and Safety Is It’s Name-O**, February 2012, Issue 32