|  |
| --- |
| **Errol D. Alexander, Jr. PhD SHRM-SCP SPHR** |
| alexanderjrerrol@gmail.com  |

**Results-driven, performance-focused leader with demonstrated success in driving key talent initiatives, such as change management, recruiting, performance management, compensation/succession planning, rewards & recognition, and organizational development in highly dynamic, fast-paced environments.**

Proven track record of developing comprehensive strategies in alignment with organizational goals and objectives. Adept at partnering with executive leadership teams to introduce and implement best practices. Excel at analyzing, understanding, and anticipating impact of business decisions related to human resource management. Accomplished professional with progressive experience imparting interactive modules to university students. Self-directed, flexible, and team-oriented. Equipped with analytical, negotiation, problem-solving, and persuasive communication skills.

**Areas of Expertise**

|  |  |  |
| --- | --- | --- |
| * HR Compliance
* Performance Management
* Staffing/Talent management
* Succession Planning
 | * Employee Relations
* Strategic HR Planning
* Training & Development
* Recruitment/Selection/Onboarding
 | * Compensation & Benefits
* Management Consulting
* Leadership Development
* Employee Recognition
 |

|  |  |  |
| --- | --- | --- |
|  | **Career Experience** |  |
|  |  |

**Director of Human Resources**, Waterford Hotel Group (Hilton Hartford & CT Convention Center) **10/2016 – Present**

Leverage extensive expertise and spearhead all facets of human resource operations, from recruiting, onboarding, training to compensation, retention, and succession planning of team members. Develop and implement robust strategies, policies, and procedures to drive efficiency and ensure attainment of organizational objectives while promoting a diverse team-centric workplace. Proactively identify risks, take necessary safety, and loss prevention measures to mitigate risks.

* Distinguished for reducing the number of workers compensation claims by ensuring safety and wellness of staff.
* Recognized for effectively reducing the number of grievances from year to year.
* Negotiated a collective bargaining agreement to regulate the terms and conditions of staff at work.
* Accomplished training compliance through the implementation of standardized procedures.

**Director of Human Resources**, HEI Hotels & Resort, Arlington, VA **09/2003 – 10/2016**

Oversaw the company’s entire human resource functions to ensure alignment of operations execution with corporate objectives. Directed strategy, development, and implementation of programs spanning recruiting, workforce planning, training, benefits and compensation, and HR compliance.

* Admired for successfully integrating seven new human resource vendors into the hotel administration.

**Director of Human Resources**, Hilton Hotels, Falls Church, VA **04/2000 – 06/2003**

Led human resource operations and supervised a team of 220 employees. Served as a key member of Hotel Advisory committee to George Marshall High School.

* Served as subject matter expert and selected as Area Trainer for Hilton Hotels Diversity training.

*Additional Experience as* ***Director*** *of Human Resources for Hotel Roanoke and* ***Director*** *of Human Resources for Doubletree.*

|  |  |  |
| --- | --- | --- |
|  | **Academic Experience** |  |
|  |  |

**Current Adjunct Faculty**, University of Massachusetts Amherst, MA

Serve as an Adjunct Faculty member for the Isenberg School of Management. Created curriculum, syllabus, and selected textbooks for the Human Resource Class. Meticulously analyzed diverse requirements of students and tailored teaching strategies to achieve objectives in traditional class sessions. Leveraged exceptional classroom management skills and engaged students in learning activities. Efficiently taught 32 students in the class.

**Adjunct Faculty, Stratford University Arlington, VA**

Serve as an Adjunct Faculty member (2007-2011) for the Culinary School. Taught 11 classes- Human Resource Management, Business Law, Financial Accounting, Supervisory Leadership and Independent Studies.

|  |  |  |
| --- | --- | --- |
|  | **Education** |  |
|  |  |

**PhD., Adult Learning Human Resource Development**

Virginia Tech, Blacksburg, VA

**M.A in Human Resource Management**

Marymount University, Arlington, VA

**B.A in Political Science**

Rutgers College Rutgers University, New Brunswick, NJ

|  |  |  |
| --- | --- | --- |
|  | **Licenses & Certifications** |  |
|  |  |

Senior Professional Human Resources (SPHR) **–** Human Resource Certification Institute

Professional in Human Resources **–** Human Resources Certification Institute

Society Human Resource Management SHRM-SCP

Strategic Human Resource Management e-Cornell Cornell University

Property Trainer “Human Trafficking Prevention” State of Connecticut

Certified Diversity Recruiter (ADP)

|  |  |  |
| --- | --- | --- |
|  | **Affiliations** |  |
|  |  |

**Member**, Society Human Resource Management

**Member**, Human Resource Association of Central Connecticut (HRACC)

|  |  |  |
| --- | --- | --- |
|  | **Honors & Awards** |  |
|  |  |

Southern Christian Leadership Award in Race Relations Roanoke Chapter

Graduate of Leadership Roanoke Valley Leadership