

# Oliver C. SHRM-CP

## HR Director

Union/Labor Relations

Employee Engagement

Benefits + Compensation Planning

Workforce and Succession Planning



## WORK EXPERIENCE

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### **VICE PRESIDENT OF HR**

#### **Furniture Manufacturing**

Grand Rapids, MI  
10+ employees

### **DIRECTOR OF HR**

#### **Industrial Machinery Manufacturing**

Grand Rapids, MI  
1000+ employees

### **VICE PRESIDENT OF HR**

#### **Human Resources Management Firm**

The Villages, FL  
2500+ employees

### **HR MANAGER**

#### **Automotive Stamping Supplier**

Grand Rapids, MI  
500+ employees

### **DIRECTOR OF HR**

#### **Global Automotive Manufacturing**

Grand Haven, MI  
2200+ employees

### **HUMAN RESOURCE MANAGER**

#### **International Chemical Manufacturer**

Holland, MI  
80+ employees

## CAREER HIGHLIGHTS

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- 30+ years of executive HR experience aligning human resource programs to business strategies.
- Expertise in training + development, HR process and policy implementation, and full-cycle recruiting + talent acquisition.
- Specialities include talent recognition + retention, performance management, and coaching.
- Skilled in worker's compensation, unemployment, regulatory compliance, payroll and organizational development.
- Other experience includes leading HR teams, managing multi-state facilities, and navigating mergers + acquisitions and workforce reductions.
- HR Systems Experience: ADP, iCIMS

## EDUCATION

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### **Masters of Management**

Aquinas College  
Grand Rapids, MI

### **B.A. Communications**

Grand Valley State University  
Allendale, MI