

ALYVIA JOHNSON, MHRM, SHRM-SCP

HUMAN RESOURCES PROFESSIONAL

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PROFESSIONAL SUMMARY

Human Resources professional with 11 years of progressive experience, including 6 years in formal HR roles and 4 years in people-facing business operations. Adept at translating business needs into high-impact talent strategies, with a strong foundation in team leadership, training, and cross-functional collaboration that preceded and now informs my work across HR disciplines.

SKILLS

Strategic Planning, Talent Acquisition, Project & Program Management, Inclusion and Culture Strategy, Workforce Development, Change Management, Learning and Development, Talent Analytics, Peoplesoft, WorkDay

WORK EXPERIENCE

Sr. Manager Talent & Engagement | American Electric Power | 2022 - Present

- Serves as change management lead in partnership with Accounting leadership, driving adoption and engagement during a major department onshoring and restructuring initiative. Successfully guiding stakeholders through process redesign, communication planning, and cultural integration to ensure smooth transition and minimal disruption.
- Designs and executes integrated HR programs across the employee lifecycle, including talent acquisition, workforce development, onboarding, and career progression, improving retention and engagement metrics.
- Partnered with VP of Total Rewards to reimagine and implement a recognition and benefits program, enhancing employee experience and aligning with organizational goals.
- Led and developed a team of 2 focused on program innovation, learning solutions, and ERG management, fostering collaboration and capability-building.
- Influenced 11 senior executives to embed inclusion and talent strategies into business objectives, driving measurable improvements in engagement and performance outcomes.
- Advances talent management frameworks by shaping performance management, succession planning, competency models, and career roadmaps, accelerating leadership bench readiness.
- Oversees \$1M+ engagement budget and \$80K ERG budget, delivering high-impact initiatives and upskilling key talent through accelerated development programs.
- Served as analytics lead for Workday “Leader Insights” dashboard, equipping leaders with actionable metrics on hiring, turnover, and promotions for data-driven decisions.
- Directed 17 actionable plans with HRBPs to instill leadership accountability for talent and inclusion, resulting in improved engagement scores and performance outcomes.
- Steering committee leader for workforce planning, developing a 5-year talent pipeline strategy for critical engineering and construction roles, leveraging innovative sourcing pathways.

Talent Acquisition & Campus Recruiting Specialist | The Wendy's Company | 2020 - 2021

- Led employee relations investigation process for employee acquisition of franchise operation to reduce staffing needs by 15%.
- Orchestrated end-to-end recruitment lifecycle for campus and senior specialist positions, driving successful placements, contributing to company growth, and increasing the pipeline to diverse candidates by 75%.
- Designed and executed an innovative intern program aligned with business objectives, achieving a phenomenal 85% full-time offer acceptance rate, and expanding the company's top-tier talent pipeline.
- Streamlined the corporate recruitment process and achieved an 80% satisfaction rate by expediting new hires' acclimation into departments, ensuring a highly inclusive and diverse workforce.
- Sustained a positive and collaborative culture by streamlining the employee recruitment system to decrease background information retrieval times by 70%.
- Led alignment of professional development strategy with the broader organization's goals and direction by incorporating HR analytics to maintain continuous improvement in learning & development.

HR Coordinator | The Wendy's Company | 2018 - 2020

- Managed the event calendar and budget for all above-restaurant Employee Resource Groups, fostering a diverse and inclusive work environment.
- Led sourcing efforts for shift manager positions, resulting in a remarkable 60% expansion of the candidate pool for the Chicago market, ensuring a robust talent pipeline.
- Streamlined the talent acquisition process by efficiently coordinating onsite interviews, creating interview schedules, managing calendars, and arranging candidate travel for all employee levels at the Dublin Restaurant Support Center (DRSC).
- Orchestrated the comprehensive New Hire Orientation experience at the DRSC, including seamless onboarding in Taleo, scheduling onboarding sessions, leading Day 1 activities, and managing OLESR onboarding and I-9 processing.
- Directed the background check process for The Wendy's Company, overseeing the adjudication of potential and existing candidates in both the field, DRSC and United Kingdom expansion.
- Spearheaded campus recruiting initiatives, coordinating interviews and recruitment events with university partners and the Thurgood Marshall Institute, resulting in a robust pipeline of top-tier talent.
- Orchestrated and managed the 2019 summer internship program, driving successful onsite activities and programming, leading to a high rate of intern-to-full-time conversions.
- Oversaw the implementation of learning and development survey projects, including 360 developmental surveys, Survey Monkey pulse surveys, and DiSC assessments, elevating employee engagement and satisfaction levels.

Operations Coordinator | The Women's Fund of Central Ohio | 2015 - 2018

- Achieved a revenue increase of \$2 million for the 2017-2018 fiscal year by driving day-to-day operations of development efforts in collaboration with the Director of Development.
- Created and facilitated 'Gender By Us' toolkit, integrating gender norms and implicit bias training into socio-cultural conversations and practices that disrupted discriminative perceptions.
- Spearheaded personalized communication efforts based on donor levels and cultivated strong relationships with Alumni and Board members, increasing donor engagement by 15%.
- Managed and coordinated donor-related events, including open houses, stewardship launches, and cultivation events, yielding a 20% growth in annual giving.
- Utilized the Etapistry system to track and analyze confidential information and generate data reports, ensuring efficient management and optimization of fundraising activities.

EDUCATION & CERTIFICATIONS

Master of Science, Human Resource Management, Franklin University

Bachelor of Arts, Strategic Communications, Miami University

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