

QIANA WILLIAMS, SHRM-SCP, SPHR

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SENIOR HUMAN RESOURCES EXECUTIVE

Record of success in complex, matrixed global and regional organizations ranging from 5,000 to 100,000+ associates across multiple geographies. Record of success in developing high caliber human resource organizations that support business strategy, productivity and profitability. Performance driven leader who employs human capital processes that attract and retain high potential talent. Proven ability to partner with C-suite leaders to strategically integrate human resource functions and processes within the business.

Areas of expertise include:

- Strategic HR Planning
- Talent Acquisition
- Workforce & Leadership Development
- Change Management
- Associate Value Proposition
- Succession Planning/Talent Management
- Diversity & Inclusion
- Associate Engagement & Retention
- Associate Relations
- Culture Shaping

PROFESSIONAL EXPERIENCE

OHIOHEALTH, Columbus, OH, 2015-present

Director, Human Resources/HRBP

Responsible for aligning HR support with OhioHealth business objectives. Responsibility for more than 6,000 associates including 40 Executives at the President, Chief or Vice President.

- Serve as a key member of Executive Leadership Team and Head of Human Resources for Level 1 Trauma Center with dual reporting to President, Grant Medical Center and System VP, Human Resources.
- Nine months into tenure asked to take on additional Human Resources Business Partner responsibility for entire Corporate function.
- Partnered with senior and executive business leaders within multiple business units to identify key attributes, developmental assignments and performance metrics to ensure high potential associates grew in developmental roles.
- Proactively assess business performance to develop HR solutions that enable business strategies, foster leadership success, and drive the associate experience.
- Coach Senior Leaders to behave and make decisions in line with our values, management and leadership principles.
- Led and facilitated a 360-degree feedback process for each senior leader within client group which led to the creation of actionable development plans for all.
- Reduce associate turnover by 42% by designing and implementing a proactive retention toolkit that included workforce planning, risk assessment and stay interviews.
- Designed high-performing strategies and executable solutions to support organizational design, performance management, recruitment, compensation and associate engagement.
- Monitor the general state of our workforce, identifying risks and opportunities.

HUNTINGTON NATIONAL BANK, Columbus, OH

Vice President/ Talent Acquisition Manager, 2014

Recruited by CHRO to develop, lead & manage the implementation of Huntington's talent acquisition and diversity & inclusion strategy. Work closely with organization leaders, Human Resource Business Partners, Inclusion, and Talent Acquisition teams to support the management of Diversity Recruitment Relationships and overall Diversity Talent Acquisition Strategy

- Coach leaders on best practices for hiring talent aligned with position qualifications and organizational needs.
- Create strategy design and execution for “next practice” talent acquisition and recruitment.
- Leverage employment brand and employee value proposition; elevating the brand and creating excitement for Huntington as a best place to work.
- Develop and drive the execution of diversity recruiting strategy, to assist recruiters in building a diverse candidate pipeline.
- Advise business leaders and senior management on all diversity sourcing, pipeline, and staffing strategies.
- Identify key performance indicators to measure the success and ROI on external partnerships, and delivering results and recommendations to key stakeholder.

L BRANDS, Columbus, OH

Senior HR Manager, 2012 to 2014

Accountable for providing a full suite of strategic HR support and expertise for two global corporate support groups. Served as the key HR advisor to five Vice Presidents. Lead the development and implementation of critical people initiatives to drive and support profitable business growth and operate in alignment with the company values and global HR organization.

- Responsible for all HR support for more than 200 associates based across the United States, Canada and the UK.
- Led the full integration of all Loss Prevention associates related to the acquisition of the LaSenza business.
- Lead HR core processes: performance management, change management, succession planning, staffing & selection, salary planning, and incentive compensation.
- Designed and implemented a performance based bonus program that aligned critical roles to be market competitive.
- Facilitated annual succession planning and organization review sessions with leadership team. Developed tools and developmental assignments to revitalize the high-potential leader program and ensure a ready now pipeline of talent.
- Consistently influenced senior leaders to drive organizational change initiatives that improved the culture and drove organizational effectiveness.
- Created and implemented recognition, mentoring, onboarding, associate engagement and inclusion initiatives & programs.
- Provide expert consulting, HR program and policy design, and identification of best practices of the related to associate relations.
- Design and interpret associate relations policies and in partnership with Legal interpret employment regulations and policies.
- Proactively identify associate relations issues and provide options for resolving problems.

HUMAN SERVICE CHAMBER OF FRANKLIN COUNTY, Columbus, OH

Executive Director, 2010 to 2012

Founding Executive Director responsible for leading the organization as it develops its structure and presence in the central Ohio community, maintaining a high public profile position as the Chamber’s spokesperson, leading the organization’s strategic planning efforts, and staffing the Human Service Chamber’s committees, including but not limited to Steering, full Chamber, the affiliated affinity groups, and other standing committees (Marketing, Public Policy, Agency Collaboration, etc).

L BRANDS, Columbus, OH

Human Resource Manager, Global Diversity and Inclusion, 2006 to 2009

Charged with managing the development and implementation of strategic planning to increase workforce diversity across the company for an organization employing 40,000+ personnel across the globe; directly managed 2 full-time associates, providing direction and guidance. Administer \$1.5 M+ budget.

Sr. Human Resources Generalist, Mast Industries, 2005 to 2006

Partnered with senior executives and management to develop and execute plans to optimize talent, organizational structure, processes and culture, both internationally and domestically, in support of a 300+ International & Domestic client group. Implemented and managed HR projects and initiatives. Steered business performance in conjunction with business leaders. Resolved complex staff relations issues.

Human Resources Generalist, Limited Logistics Services 2004 to 2005

Partnered with senior executives and management to develop and execute plans to optimize talent, organizational structure, processes and culture, both internationally and domestically, in support of a Logistics & Distribution client group. Implemented and managed HR projects and initiatives. Steered business performance in conjunction with business leaders. Resolved complex employee relations issues.

EDUCATION AND CREDENTIALS

Ed.S in Workforce Education, 2010 – University of Georgia, Athens, GA

M.Ed. in Human Resource Development, 2000 – Xavier University, Cincinnati, OH

B.A. in Sociology / Criminology, 1995 – The Ohio State University, Columbus, OH

Professional Certifications: SHRM-SCP, SPHR, 2014; HRCI

Professional Development: Achieve Global Certified Facilitator; Essential Facilitation Certified; Global Lead, Inclusion Common Ground Certified Trainer; StrengthsFinder Certified

Computer Skills: MS Office (Word, Excel, PowerPoint, Outlook), MS Access, MS Project