

Barbara Tomczak

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HUMAN RESOURCE LEADER

Highly accomplished and visionary Human Resource Business Partner, on both strategic and tactical levels.

- **INDUSTRY EXPERTISE:** Successfully implement benefits programs and standard HR business practices, processes, and systems to support the company's domestic and global operations. Proven ability to build effective networks to fill executive, engineering, software development and customer support positions at companies ranging from start-ups to major corporations.
 - **RELATIONSHIP MANAGEMENT:** Establish and maintain rapport with individuals at all levels, and achieve cooperation and consensus in team settings. Assess needs and deliver clear, audience-specific presentations. Make confident, informed decisions in demanding environments.
 - **STRATEGIC ANALYSIS:** Translate organizational objectives into practical action plans. Collect and analyze research to evaluate effectiveness of initiatives, and ensure compliance with standards and adherence to budgets. Lead and manage change resulting in a positive impact that strengthens the business and aligns with the company vision.
 - **PLANNING / ORGANIZATION:** Set objectives and plan workflow for successful project management, maintaining a strong focus and priorities to achieve deadlines. Manage multiple responsibilities simultaneously, with attention to detail. Coordinate efforts among departments to maximize ROI.
 - **TECHNICAL:** Proficient in Brass Ring, Taleo, SAP, ADP, Ceridian, Excel and PowerPoint. Extensive understanding of diverse, industry-specific applications and programming languages (e.g., Python, C/C++ and Java).
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EXPERIENCE

Lead and manage change resulting in a positive impact that strengthens the business and aligns with the vision. Provide the leadership strategy for human capital management; areas included but are not limited to: performance management, incentives, succession planning, leadership development, performance consulting, talent acquisition and talent management.

Interim HR Manager, Interim HR World (contract, independent consultant), 2008-present
Human Resource Manager, Textura Corporation (department restructured), 2006-2008
Senior HR Recruiter, Independent Consultant, Cavalry HR Consulting Firm, 2006
HR Manager/Recruiter, Metropolitan Financial Solutions, (company closed), 2004-2006
Coach, Processor/Operations, Jim Rice Mortgage (a Revere imprint), (dissolved), 2001-2004
Human Resources Manager, Realized Technologies, Inc. (company closed), 2000-2001
Human Resources Manager, Alzheimer & Gray (dissolved), 1998-1999
HR Generalist/Corporate Recruiter, Underwriters Laboratories, Inc., 1997-1998
HR Generalist/Corporate Recruiter, Molex Fiber Optics, 1994-1997

EDUCATION AND ASSOCIATIONS

Lake Forest Graduate School of Management, *M.B.A., Organizational Development*
Northern Illinois University, *B.S., Human Resource Management*
Society of Human Resource Management (SHRM), Society of Human Resource Professionals (SHRP)
Human Resources Management Association of Chicago (HRMAC)

PROFESSIONAL HIGHLIGHTS

- Designed and executed new policies, and provided advice and guidance to management regarding key issues and concerns.
 - Provided and implemented the leadership strategy for human capital management in areas such as performance management, succession planning, leadership development, talent management and acquisition nationally/internationally for software developer serving the construction industry. Created and executed strategies for branding, growth management and increased profile (e.g., referral program).
 - Facilitated continuity between domestic and offshore operations
 - Played a key role in change management, regulatory compliance, employee relations and benefits management. Supervised the training, development and performance of innovative appraisal programs. Administered compensation programs and coordinated a wide range of employee programs
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