

JEFFREY FREDERICK

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SENIOR HUMAN RESOURCES EXECUTIVE

International HR Management • Organizational Effectiveness • Change Leadership • Culture & Diversity

Senior Human Resources Executive with extensive HR leadership experience in fast-paced, global environments. Proven track record of improving people performance, managing cultural change, delivering structural transformation programs, and leading integration processes. Proficient in HR policy and program development, talent management and succession planning, employee relations and compliance, strategic workforce planning, and leadership development. Excellent collaboration, listening, and written and verbal communication skills.

CORE COMPETENCIES

International Management | Corporate Culture & Change
Mergers & Acquisitions | Strategic Leadership | Vision & Purpose Management
Business Acumen | Trust Building

PROFESSIONAL EXPERIENCE

RTI International | Research Triangle Park, NC

2018 – 2023

Non-profit research institute providing research and technical services to global public and private sector clients.

Senior Vice President of Global Human Resources

Provided strategic guidance and oversight to global organizational development and change management, employee relations, and HR business partnering functions. Served as key advisor to executive leadership team, driving development and execution of HR strategies aligned with organization's business objectives. Supervised 50 direct and indirect human resources staff.

- **Increased morale and fostered inclusive, diverse workplace culture** through creation of Employee Relations Center of Excellence – a cornerstone of company's Equity, Diversity, Inclusion, and Belonging (EDIB) strategy.
- **Ensured organization's readiness to meet future talent needs** and enhanced its performance and resilience in rapidly evolving business landscape by championing development of strategic workforce planning strategy.
- **Reimagined global HR leadership and operations approach** through multifaceted initiative that included new credentialing model and HR team reorganization.
- **Empowered organization to manage change, foster culture of adaptability, and realize strategic goals** by unifying change management and HR business partnering functions.
- **Fortified HR target operating model and aligned it more closely with company's goals** through development of comprehensive business partnership model and strategy.

Parker Hannifin (Clarcor) | Greensboro, NC

2014 – 2018

Fortune 250 global leader in motion and control technologies.

Vice President of Human Resources

Performed as primary HR executive for Purolator Aerospace and Industrial Filtration group. Led team of 12 employees with responsibility for all HR activities within division.

- **50% reduction in employee turnover** realized by driving cultural shift centered around atmosphere of trust, collaboration, and advocacy.
- **Created people and HR strategy encompassing diverse operating units** spanning U.S., Canada, Belgium, China, and Indonesia to maintain lean, stable workforce while addressing global enterprise requirements.
- **Facilitated successful acquisition of Clarcor/Purolator and Parker Hannifin** and ensured positive experience for both employees and stakeholders during integration phase.

Syngenta AG | Greensboro, NC**2008 – 2014***Leading provider of sustainable agricultural innovation and technology with 48,000 employees in over 100 countries.***Global Strategic HR Business Partner**

Provided strategic HR partnership to senior leaders, leadership teams, and organizations contributing to business unit strategy. Developed people strategy, designed and implemented global people plans, and led establishment of global HR processes. Drove cultural and organizational development to deliver business and function strategy.

- **Implemented award-winning business services program** that drove company's mission to provide superior products and services, reinforced position as industry leader, and advanced sustainability and innovation.
- **Delivered comprehensive HR support that was instrumental to launch of new business unit**, including acquiring and seamlessly integrating associated businesses, orchestrating disposition of divestitures, and providing strong leadership in labor relations and HR operations.

PPG Industries | Greensboro, NC**2003 – 2008***Fortune 200 company and manufacturer of paints, coatings, and specialty materials with operations in 70 countries.***Regional HR Director**

Delivered strategic HR leadership and guidance to company's coatings operations in Southeastern U.S. region. Oversaw and implemented HR initiatives, policies, and practices in alignment with company's overall objectives. Served as trusted advisor to regional leadership, fostered positive workplace culture, and drove initiatives related to talent management, employee relations, and organizational development.

- **60% decrease in turnover and 40% reduction in safety incidents** through implementation of transformative talent management strategy that introduced innovative, targeted selection process.
- **Initiated and led development of groundbreaking supervisor and management leadership development program** in partnership with local community college and university partners.
- **High level of organizational trust and morale** earned through strategic approach to employee and labor relations centered around open communication, conflict resolution, and employee engagement initiatives.

-PREVIOUS EXPERIENCE-**PPG Industries | Lexington, NC****Employment & Total Rewards Manager**

Developed and executed recruitment strategies to attract and retain top talent and managed organization's total rewards program. Played key part in enhancing overall employee experience, ensuring company's talent needs were met and maintaining competitive and compliant total rewards package. Supervised team of five staff.

- **Developed and executed recruitment strategy to address 30% surge in personnel demands**, including contingent staffing, strategic recruitment partnerships, networks, and job-sharing arrangements.

EDUCATION & PROFESSIONAL DEVELOPMENT**Bachelor of Science*****in Business Administration***

North Carolina Agricultural and Technical State University

CERTIFICATIONS

Senior Professional in Human Resources (SPHR) – HR Certification Institute

SHRM Senior Certified Professional (SHRM-SCP) – Society for Human Resources Management (SHRM)

BOARDS & AFFILIATIONS

Board Member – National Association of Workforce Boards, 2021 – Present

Goodman Fellow, 2021 – Present

Employer Leadership Committee Chair – NCWorks Commission, 2017 – Present

Board Member – Executive Advisory Board NC A&T State University, 2021 - Present

Member – Kappa Alpha Psi Fraternity, Inc., 2002 – Present

Chair – Durham Workforce Development Board, 2021 – 2023

President – NC Association of Workforce Boards, 2014 – 2021