

GLORIA RAYMOND

816.825.9930 / GRAYMONDKC@GMAIL.COM / [CONNECT ON LINKEDIN](#) / [MY WEBSITE](#)

PROFILE

Strategic Vice President of People Operations with experience aligning HR processes to the business' long-term goals. Proven record of influencing, orchestrating, enforcing, and assessing HR processes and programs to create an employee-ownership culture. Leading with empathy and curiosity to support talent management.

SKILLS

Talent Management / Business Development / Global HR and Organizational Development Strategy / Leadership / Culture and Team Building / Workforce Mapping / Succession Planning / Legal Compliance / Change Management / Collaboration / Employee Relations / Merger Integration / Microsoft Office 365 / GSuite / Zoom / Salesforce / Quickbooks Pro / PeopleSoft / Oracle / Paycor / ADP

EXPERIENCE

Human Resources & Organizational Development Advisor | Raymond Business Enterprises | Kansas City, MO | Jan 2008 – Present

- Advise and coach over 75 business leaders on structure, succession and management development to increase overall performance
- Recruit and lead business advisory teams to drive change, build culture, and implement competitive HR programs such as compensation, benefits, performance management, PTO, and other employee incentive programs
- Partner with outside consultants and third-party providers to devise and implement business initiatives in response to community needs
- Deliver virtual webinars and in person workshops that cater to every step in the employee life cycle
- Mentor and coach employees and executive leadership that enhances individual and business success

Director Human Resources & Organizational Development | U.S. Soybean Export Council | Chesterfield, MO | Feb 2014 – May 2015

- Designed and initiated OD policies and processes that improved U.S., Mexico and Singapore leadership skills, employee performance and contractor performance in 70 countries
- Reported to CEO, determined and initiated Human Resources and Organizational Development strategy
- Spearheaded legally compliant well managed HR policies, procedures and HRIS
- Reduced benefit administration costs while adding a Roth 401(k) option that boosted employee satisfaction
- Trustee for the 401(k), Roth 401(k) and 457(b) programs
- Partnered with community and professional resources to improve recruiting and staffing results

Director Human Resources | Security Savings Bank | Olathe, KS | Sep 2006 – Dec 2007

- Decreased benefit administration costs by 24%
- Reported to President and CEO, overhauled past HR strategy, compliant policies and processes for a competitive advantage in the market
- Trustee 401(k), Roth 401(k) and ESOP improved benefit vendor service and employee satisfaction
- Formed workforce planning, upgraded performance management, recruiting and staffing processes
- Staffed C Suite positions and updated executive compensation and total rewards

Business and Human Resources Consultant | Raymond Business Consulting | Kansas City, MO | Jan 2003 – Aug 2006

- Advised clients in career development, leadership, new manager assimilation and employee orientation
- Staffed new business line for call center business
- Studied for SPHR and passed the exam at first try in January 2007

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Human Resources Lead, Organization Design | Harley-Davidson Corp. | Kansas City, MO | Feb 2001 – Jan 2003

- Developed high performance, lean manufacturing plant while adding new lines and 500 employees for a total of 1000 employees
- Negotiated contract time and attendance language that ended union stalemate
- Recognized by company executives and union leadership for devising and implementing the company's best employee relations plan
- Avoided a major ISO finding by determining and managing the new PeopleSoft training records management process

Division Human Resources Manager | Eaton Corp | Marshall, MI | Jan 1998 – Mar 1999

- Launched strategic restructuring, hired for new business in Brazil and China, added capacity in Germany, and improved employee retention in the U.S. resulting in a divisional ARR increase to \$180M
- Migrated to Oracle ERP improving employee satisfaction with HR services and remained union free in the U.S.
- Reported to Division VP, managed international staff in multiple global locations, budgets, and all HR and OD functions division-wide

Director Human Resource Development | Brunswick Corporation | Tulsa, OK | Jun 1995 – Apr 1997

- Reported to VP of HR and dotted line to Division President, Acting VP of HR in VP HR's absence, participated on executive team formation of strategy and managed the development of HR strategy and acquisition integration in union/nonunion environment
- Determined OD strategy, implemented career pathing, training programs, use of Myers-Briggs and 360 assessments for leadership development, teambuilding and succession planning
- Managed Division Office administrative, HR and OD staff, processes and budget and ISO and some facility budgets

EDUCATION

MBA, Business Administration | University of Minnesota | Minneapolis, MN

BS, Psychology, Business Administration | University of Wisconsin | Kenosha, WI

AWARDS AND CERTIFICATIONS

Leadership Award | SCORE Kansas City | 2021

Certified Mentor Outstanding Volunteer | SCORE Kansas City | 2020

SPHR | SHRM | 2007

Kepner-Tregoe Program Leader | Kepner-Tregoe | 2001

Lominger Choices Certification | Kepner-Tregoe | 1999

Tools for Developing Executives | Center for Creative Leadership | 1996

Benchmarks for Executives | Center for Creative Leadership | 1996

Benchmarks for Managers | Center for Creative Leadership | 1996

Myers-Briggs Type Indicator (MBTI) | Center for Application of Psychological Type | 1996