

HEATHER WEIRZKY

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Human Resources Director

MBA / SPHR / CCP

Results-driven human resources leader with demonstrated track record of HR program development/implementation, strategic relationship building, and successful implementation of change management initiatives. Improved organizational efficiency and employee morale through solid teambuilding, training, and coaching. Recognized for strong leadership, negotiation, and conflict resolution abilities.

Core Competencies

- Strategic HR Management
- Relationship Building
- Employee & Labor Relations Expertise
- Cost Containment
- Multi-Site Management
- Compensation & Benefits Expertise
- Organization Design
- Training, Mentoring, & Coaching
- Change Management & Six Sigma Methodologies
- Performance Management

Professional Experience

Bank

1998 – 2009

World's leading financial institution operating in 50 states, the District of Columbia, and 40+ foreign countries, with 243,000+ employees. Company acquired Countrywide in July 2008.

VP of Compensation (2008 – 2009)

Built and managed strategic partnerships, providing expert advice, guidance, and coaching on human capital-related issues. Led HR change initiatives including directing compliance reviews and developing and implementing compensation plans. Established HR policies and procedures, ensuring legal compliance and fair application.

Selected Accomplishments

- Secured \$75,000 in cost savings by leveraging strategic relationships to develop and implement standard language within offer letters and compensation plans, minimizing employee relations and legal complaints.
- Successfully managed audit certifications within tight deadlines by overseeing a risk management assessment and certification of internal controls for compensation-related areas.
- Developed companywide goal-based incentive plan for officers that aligned individual contributions and rewards to organizational success, resulting in improved reporting, ease of administration, and equitable pay distribution.

VP of Incentive Compensation (2003 – 2007)

Directed the administration of sales and non-sales incentive compensation totaling \$1 billion for the company. Managed a high-performance team comprised of 3 managers and 12 analysts across a multi-state environment. Led the drafting, calculating, and processing of variable pay plans and payments for 25,000+ employees.

Selected Accomplishments

- Achieved 30% reduction on average in errors and late/missed payments by implementing new processes and schedules to accurately calculate commission and bonus payments for sales and management employees.
- Attained 98% success rate for employee acknowledgement of corporate Terms and Conditions for variable pay by launching an automated system to track and manage employee acknowledgements.
- Secured \$250,000 in annual cost savings by successfully negotiating and implementing the relocation of 50% of the corporate incentive compensation team supporting 20 domestic divisions.

Manager / AVP of Compensation (2000 – 2003)

Managed a team of three compensation analysts supporting four divisions. Led team in job analysis, market pricing, salary structure development, and annual salary planning. Advised senior management on compensation strategy and programs to resolve organizational issues. Recommended and implemented HR policy changes and solutions.

Selected Accomplishments

- Improved staff productivity by reorganizing and creating career paths for corporate compensation department. Leveraged employees' talents and abilities to promote a consultative, value-added approach.
- Spearheaded project to reduce processing times for new hire requisitions and promotion/salary increase forms 50% by introducing process improvements based on methodologies.

Senior Compensation Consultant (1998 – 2000)

Provided consulting leadership and support on a variety of compensation issues including position and organizational design, job family design, and application of compensation policies and practices. Served as project lead on major programs, including annual salary planning process, large group evaluation projects, and salary structure development.

Selected Accomplishment

- After acquisition of insurance company, created and updated 100+ job descriptions, including classifying and placing jobs into appropriate salary ranges and meeting aggressive timelines established by management.

University**1997 – 1998**

Academic institution of higher learning with 1,000 faculty members, 5,500 staff members, and 17,000 students.

Senior HR Consultant

Led organization reviews of departments to assist management in ensuring organizational strategies, structures, and processes were consistent with evolving business needs. Designed training and development programs to support key organizational initiatives including competency-based management and customer-focused service.

University**1994 – 1997**

Top-ranked U.S. public university with 11,000 faculty and staff and 34,000+ undergraduate/graduate students.

HR / Organizational Development Consultant

Consulted with business units to develop and clarify mission, vision, and values as well as redesign key business processes. Led internal investigations on a broad range of employee relations' issues. Worked with managers to structure performance improvement plans, counseling, and terminations.

Selected Accomplishment

- Reduced processing cycle times for ordering/billing functions 30%, consulting with media services department to devise and execute strategic vision and mission as part of redesigning key business processes.

The State University**1987 – 1994**

Large multi-campus public research university with 80,000+ students at 24 regional campuses.

HR Officer / Compensation Analyst

Consulted with managers to structure performance improvement plans, counselings, and terminations. Mitigated company liability by training managers on various topics related to employee relations. Designed and implemented a new staff orientation program for 20 regional campuses.

Selected Accomplishments

- Led grievance resolution process with 100% of grievances resolved in-house, eliminating need for arbitration.
- Served as core design team member in the development and implementation of new job evaluation and compensation program for salaried and hourly positions system-wide.

Education

- Master of Business Administration (Human Resources & Finance)
- Bachelor of Science (Psychology)

Certifications & Professional Affiliations

- Senior Professional in Human Resources (SPHR), Human Resource Certification Institute
- Certified Compensation Professional (CCP), World at Work
- Member, Society for Human Resource Management & World at Work