

MELONEY J. SALLIE-DOSUNMU, MBA

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Allentown, PA 18103

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SUMMARY

Results-oriented human resources leader with track record of partnering with business leaders to drive performance outcomes through strategic human capital management.

- **Accomplished Human Resources Executive:** Led the development and execution of talent management system from analysis to implementation, including the alignment of all processes required to have the right talent in the right roles with the right skills and abilities to deliver current and future results. Highly skilled at driving organizational change.
- **Strategic Business Partner:** Effectively partnered with functional leaders to apply human capital expertise to align people strategies to business needs, improve performance and increase contribution of team members. Supported quality, finance, marketing, sales and retail functions.
- **Skilled Talent Development Practitioner:** Created learning and development programs and tools from needs/performance analysis through execution at multiple companies, resulting in enhanced capacity, higher levels of employee contribution, enhanced employee engagement and documented business results.

PROFESSIONAL EXPERIENCE

March 2015-Present

Precision Talent International, Allentown, PA

Chief Talent Office r/Founder/ Owner

Management consulting company specializing in providing Human Resources solutions that drive behavior change and business results. Key clients, Thermo Fisher Scientific, Lehigh County Authority, Lehigh Carbon Community College.

- Provide HR support to customers including development of Job Descriptions, Employee Manuals, Performance Management Tools and processes and conducting employee relations investigations.
- Conduct needs analysis to determine learning and development needs for client organizations
- Design, develop and deliver learning and development programs and solutions based on organizational needs

Harvard Business Publishing, Boston MA

June 2017-Present

Facilitator/Moderator

- Deliver Harvard Research based learning and education to business leaders in a virtual learning environment.
- Manage cohorts of learning through a progressive virtual online learning experience to ensure they meet Harvard certificate requirements. Facilitate virtual classroom learning experiences for cohorts to ensure understanding and application of learning.

Adjunct Instructor

- Develop and teach courses in the ACCESS program in the business program.
- Provide educational programs with academic vigor to meet Desales' standards and requirements.
- Facilitate classroom instruction including classroom, blended and online environments.
- Evaluate student performance in accordance to preestablished rubrics

Thermo Fisher Scientific. Waltham, MA

June 2010-March 2015

Industry leader in serving science with a focus of providing supply chain solutions to pharmaceutical customers facilitating clinical trials.

- **Global Human Resources Director** 2013-2015
- Led the succession planning process and all talent management processes across the group to include Talent Review, Performance Appraisal, Succession Management and Performance Improvement Process. Lead LPG Talent Management team, which was a global, remote team.
- Served as the Human Resources Business Partner to the Global Finance Function, accountable for employee relations, talent acquisition, succession planning, career development, executive coaching, terminations, organizational design and other HR functions.
- Spearheaded and led change management efforts across the group, both within the HR team and across the business. Provided training, tools, and processes and coaching to equip HR leaders as well as business leaders.
- Drove the development and execution of the recruitment strategy for key leadership positions across the globe. Developed and oversaw the implementation of effective onboarding plans.
- Executed key HR processes including performance management, discipline, termination, organizational design, compliance and career development.
- Functioned as Learning & Development Leader for the Laboratory Products Group, driving strategy and execution of leadership development and professional development, based on business needs. Drove initiatives to develop HRPB capabilities in OD, change management and leadership.
- Led the development and implementation of the global Commercial Certification Program, resulting in average of 20% increase in comfort level of sales reps, 41% increase in product knowledge, and a measurable increase in sales revenue after training.
- Spearheaded the execution of leadership development strategy, resulting in the attainment of an 80% management track penetration target for Managing Employee Development and Valuing Diversity and Inclusion in all regions in alignment with corporate initiatives.
- Designed and implemented key development programs targeted at executives, high potentials and high impact roles. Some examples include: VPGM Assessment Center, LPG Mentoring Program (for High Potentials) and Developing Frontline Leaders.
- Supervised a virtual team spanning three countries. Led projects from scoping to completion to achieve HR initiatives and deliver results globally.
- Managed the HR budget to ensure fiscal responsibility and effectiveness. Identified work procedures and provided analysis to improve efficiency and effectiveness. Maintained HR records within the HRIS in accordance with organizational policy.

Global Director of Training & Development

2010-2013

- Partnered with key leaders to define, develop and deploy global, division-wide learning and development strategy with a focus on improving performance, enhancing capabilities and growing high potential talent.
- Drove the implementation of iComply, Bio Pharma Services Division validated learning management system, using the SuccessFactors platform, to support regulatory compliance, development and job skill attainment for a global audience across four continents, resulting in **100% of sites in compliance with regulatory requirements** for training documentation.
- Led a global, dispersed, team to meet division wide learning and development needs in a complex, matrix environment.
- Developed and executed the division wide training policy and global training program driving systematic training for frontline employees, improving operational efficiency, quality, and stringent regulatory compliance. Resulted in a **22% reduction in training related citations**.
- Provided program management and facilitation of Human Resources Review (Talent Review). Led the Succession Planning process across the division.
- Developed and managed key programs including a division wide mentoring program to enable the development of high potential talent and enhance bench strength for key roles. Facilitated leadership development for key leadership constituencies, including Directors, Emerging Leaders and front line leaders.
- Provided executive level HR support for key business leaders including the facilitation of new leader assimilation, development of competency models to drive organizational effectiveness.
- Provided global, cross functional project management to drive division level results including iComply (SuccessFactors Learning Management Module) Phase II roll-out, Bio Pharma Services Division Train the Trainer program, and deployment of Quality Policy Training packages.

Just Born, Inc. Bethlehem, PA

1999-2010

Industry leader in manufacturing seasonal and every day confections for global distribution. Brands include MARSHMALLOW PEEPS®, MIKE AND IKES®, HOT TAMALES®, and PEANUT CHEWS®.

Senior Manager of Organizational Effectiveness & Talent Management Previously Employee Relations and Development Manager

- Partnered with VP level executives as HR Business partner to drive performance and facilitate high levels of achievement within their functional areas.
- Provided leadership, supervision, coaching and development to a team of HR Business partners resulting in enhanced effectiveness, alignment of HR practices and the sharing of best practices.
- Established Talent Management System to position organizational talent as a competitive advantage.
- Excelled at providing strategic and tactical leadership and oversight to HR processes including people development, succession management, career planning, leadership development, compensation,

rewards and recognition, executive compensation, performance management, talent acquisition, and organizational design. Led a team of highly effective talent management professionals.

- Created, deployed and oversaw companywide leadership development program, including soft skills and continuous improvement action learning projects resulting in **over \$2 million in documented cost savings**.
- Established the first retail-orientated HR function to support newly developed retail arm of the business, including the establishment of a new staffing model, a retail focused assessment center for talent acquisition, and unique (for the company) HR policies and practices.
- Created and oversaw the PEEP Awards program, Just Born's first official rewards and recognition program recognizing tenure, achievement, teamwork and leadership.
- Proposed then executed a companywide compensation analysis for exempt employees. Implemented resulting equity improvements over three years.
- Developed and oversaw the Quarterly Leadership Summit from ideation to implementation, resulting in better alignment of functional areas, cross functional collaboration and improved communication as reported in employee surveys.
- Led the effort to establish the talent brand, and then enhanced the recruitment strategy to target specific, high performing talent.

EDUCATION

Wilberforce University

Bachelor of Arts in Counseling

Rosemont College

Master of Business Administration

Thesis Topic – What are the people practices of market driven businesses?

AWARDS

- *Human Resources Employee Recognition Award*, Thermo Fisher Scientific, 2012
- *BSD Quality Impact Award*, Thermo Fisher Scientific 2012
- *Take the Lead Award for Women of Distinction*, Girl Scouts of Eastern PA, 2009
- *Learning Leader Award*, Eastern PA Chapter, ASTD (American Society for Training & Development), 2008
- *Leadership Excellence Bronze Peak Performance Award*, Just Born, 2007
- *Outstanding Achievement at the Graduate Level*, Rosemont College, 2006
- *President's Volunteer Service Award*, USA Freedom Corps, 2006
- *President's Volunteer Service Award*, USA Freedom Corps, 2005
- *Leadership Excellence Gold Coach and Mentor Award*, Just Born, 2004

Executive Board Leadership

- *Talent Committee Member, Board Development Committee Member*, Communities in Schools, Allentown PA 2017 – Current
- *President & Founding Parent*, Lincoln Leadership Academy Charter School, Allentown PA 2008-current
- *Member – Human Resources Committee* for YWCA of Bethlehem. 2017 - Current
- *President*, American Society for Training and Development 2006 *Board Member at Large*, Current.

<u>Applicant #</u>	<u>Applicant Name</u>	<u>Employee #</u>	<u>Recruitment #</u>	<u>Position #</u>	<u>Status</u>
00231526	Meloney Sallie-dosunmu		09-017	258-001	Active
Applicant Information					
Gender: *****		Ethnicity: *****		Birthdate: *****	
Primary Address		Contact Information		Veteran Category	
2837 ARCADIA AVE		Home: (484) 524-5239		Disabled N	
3440 LEHIGH STREET, #147		Work:		Vietnam N	
ALLENTOWN, PA 18103		Cell: (484) 524-5239		Other N	
		Email: meldosunmu@gmail.com		Newly separated N	
Notes				Document Delivery Method	
				Send email N	
				Mail hard copy N	
Education					
Degree		School	Location	Attendance	
ba Bachelors		Wilberforce University		-	
Major:		Years attended:		Completed: Y	
Minor:		GPA:			
Comments					
ma Masters		Rosemont College		-	
Major:		Years attended:		Completed: Y	
Minor:		GPA: 3.9			
Comments					

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00231526	Meloney Sallie-dosunmu <i>(continued)</i>		09-017	258-001	Active
Employment					
Employer		Position			
Harvard Business Publishing		Position: Moderator			
		Employment Status: Part Time			
		Started: Ended:			
Phone: Contact allowed: Y		Salary:			
Duties					
See resume					
Reason for leaving					
Still working as a moderator. Contract position.					
Just Born		Position: Senior Manager of Organizational Effecti			
Stefko Boulevard		Employment Status: Full Time			
Bethlehem, PA 18018		Started: Ended:			
Phone: Contact allowed: Y		Salary:			
Duties					
Reason for leaving					
Recruited to Thermo Fisher					
Precision Talent International		Position:			
3440 Lehigh Street 147		Employment Status: Full Time			
Allentown, PA 18103		Started: Ended:			
Phone: 4845245239 Contact allowed: Y		Salary:			
Duties					
Provide HR consulting to a variety of businesses and organizations.					
Reason for leaving					

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00231526	Meloney Sallie-dosunmu Thermo Fisher Scientific 81 Wyman Street Waltham, MA 02451 Phone: _____ Duties _____ Reason for leaving _____ Position relocated to Boston. I had no desire to move to Boston. <u>Skill</u> Language/Skill _____ Proficiency _____ spanish Spanish beg Beginner Comments _____ microsoft Microsoft Office Suite flu Fluent - Read, Write, and Speak Comments _____	(continued) Position: Global HR Director Employment Status: Full Time Started: _____ Ended: _____ Salary: _____ Contact allowed: Y	09-017	258-001	Active
<hr/>					
References					
<u>Ref Type</u>	<u>Name</u>	<u>Organization</u>			
Employer	Tiffany Quivers	Company: Harvard Business Publishing Position: Moderator # of months: _____ Phone: (804) 683-3445			
<u>Comment</u>		_____			

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00231526	Meloney Sallie-dosunmu Personal David Jones	(continued)	09-017	258-001	Active
Company: Position: # of months: Phone: (610) 739-3386					

Comment

Business Michelle Ware
81 Wyman Street
Waltham, MA 02451

Company: Thermo Fisher Scientific
Position:
of months:
Phone: (630) 433-8285

Comment

Custom Fields

Field label	Field Value
USEligible	Y
EmploymentWaiver	Y
VeteranStatus	non
HS/GED	Y
License	Y
Sched Restrictions	N
Hours Available	As many as needed
DL State	PA
DL Endorsements	
Availability	
Night shift	Y
Swing	Y
Moving Violations	N
Accident	N
Accident explanation	
Moving Violations number	NA
Branch	NA
Service Dates	NA

Applicants
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Applicant Listing
CITY OF ALLENTOWN

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00231526	Meloney Sallie-dosunmu Summary	(continued)		09-017	258-001	Active

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