**MICHAEL A. YOUNG**

**Dallasvol16@gmail.com**

**PROFESSIONAL SUMMARY**

* HR Leader with more than 25 years of management experience in large and small organizations overseeing HR operations across multiple sites including sites in Canada, Europe, Mexico, India & the Philippines
* Responsible for HR Strategy Development, Talent Acquisition, and Organization Design
* Coaching, mentoring and training Area Leaders on performance management, employee relations, employment law, benefits and compensation
* Thrive in Start Up organizations, both public and private, supporting companies going through IPO
* Strong leaders in developing talent

**PROFESSIONAL EXPERIENCE**

M A YOUNG COACHING & CONSULTING – Bedford, TX

**Owner** – October 2023 - Present

Working with clients through a thought-provoking and creative process that inspires the client to maximize personal and professional potential. As I try to live my personal, spiritual, social, and professional life in abundance each day without judgment, my desire for my clients is to support:

* Helping them Live Life in Abundance
* Coaching through empowering questioning that allows client to create or implement his/her own physical, mental, and emotional well-being, decisions, choices and actions.
* Transformation of mind-sets by raising the consciousness of one person at a time
* Consult on both HR and personal matters as needed
* Support their growth to be the Best version of themselves

ABBOTT DIABETES CARE – Alameda, CA

**Director of Human Resources** – April 2022 – October 2023

Report to Division Vice President. Full Strategist supporting Technical Operations, Global Finance, and Global Strategic Marketing.

* Responsible for supporting digital transformation with our Software Engineers
* Responsible for setting up a Tax legal entity and establishing a Software Test Team in Mumbai, India
* Transformation of our GSM team with competencies for succession
* Talent Management across each function and heavy focus on succession
* Creation of Career Ladder for our Medical Affairs organization
* Served on the HR DEI Team

ALCON – Johns Creek, GA

**Director of Human Resources** – Nov 2018 – April 2022

Report to Global Director of HR. Full Generalist support of the Manufacturing and Supply Chain Operations facility.

* Full site responsibility for all HR lifecycle activities
* Responsible for developing the Senior Leadership Team at the site
* Manage through the Covid crisis and Black Lives Matters unrest
* Improved overall engagement at the site
* Lead the transition in house recruitment to RPO
* Responsible for developing HR team of 8 team members into High Performing Teams
* Worked with local technical trade colleges to create a Co-Op joint venture
* Established our OPEN Network for the LGBTQ associates for Johns Creek

ALCON – Fort Worth, TX

**Global Human Resources Manager** – Oct 2016 – October 2018

Report to Global Director of HR. Full Generalist support of the US workforce and accountable for Rest of World (RoW) workforce in partnership with HR colleagues in regions and countries.

* R&D PMO for Global Employee Survey, responsible for milestone delivery of Action Plans to increase engagement across Global R&D
* Performance Management and Organizational Talent Review
* Certified Instructor for Civil Treatment, responsible for facilitating six sessions a year to all US People Leaders
* Responsible for developing leaders to lead High Performing Teams
* Worked with our PMO organization to create an in-house TED Talk forum

**PROFESSIONAL EXPERIENCE**

PULTEGROUP - Irving, TX

**Area Human Resources Manager** – Aug 2014 – Aug 2016

Report to Area VP of HR. Responsible for full Generalist support of the Texas market. Supporting more than 600 employees in Austin, Dallas, Houston, and San Antonio.

* Coach, mentor and train Area Leaders on performance management, employment relations, employment law, benefits and compensation.
* Led the Project Team for our 2016 HR Big Rock initiative to create consistent interview training guides with core competencies across our Finance, Construction, Sales, and Procurement organizations.
* Provided SME support for our 2015 HR Big Rock initiative with the design of our Management Experience course for mid-level managers within the organization.
* Assist with developing strategy, prioritizing and executing initiatives aimed at supporting performance, development, reward, recognition and retention.
* Assist with the development of Human Resources staff, as well as working with other managers in the development of their employees.
* Provide expert insight into people and organizational issues. Translates business strategies and issues into appropriate HR and Organizational actions.
* Drive the various corporate HR programs and initiatives within the Area including our PDP, HRP, Compensation Planning, and Organizational Surveys process.

AMERICAN CONSOLIDATED MEDIA (now is GATEHOUSE MEDIA) - Irving, TX

**Corporate Human Resources Manager/Director** – Nov 2012 – July 2014

Report to VP of HR. Managed all aspects of the corporate office and support for the Southwest and Rio Grande Valley Regions. Responsible for bringing best practices and aligning policies and procedures to company values and vision and serves as primary point-of-contact for all human resources related matters.

* Provided “best practices expertise” in consultancy role to regional operations directors and operations team.
* Implemented best practices in industry to provide policy updates and recommendations.
* Partnered with management to proactively assess needs, identify tactical and strategic employee relations solutions, and implement tactical and strategic employee relations solutions across all operations.
* Traveled to local regions and provide necessary training and guidance to leaders; roll up sleeves and get into it

REALPAGE INC. - Carrollton. TX

**Human Resources Senior Manager/HRBP** – Feb 2008 – Oct 2012

Report to HR Director. Manage all aspects of client relationships for Sales, Marketing, Legal, Accounting, Finance, Facilities, Product Support, and Client Services across domestic and international sites in Canada, India & the Philippines. Drive employee enablement/engagement by working with each division head and serving as primary point of contact for all human resources-related matters.

* Provided “best practices expertise” in consultancy role to senior management and operations team.
* International experience with Canada, India, and the Philippines.
* Partnered with management to proactively assess needs, identify tactical and strategic employee relations solutions, and implement tactical and strategic employee relations solutions across all operations.
* Talent management and succession planning.
* Mergers and Acquisitions.
* Managed Worker’s Compensation claims for all US locations; including the assessment of vendors to use when acquiring new business through mergers and acquisitions. Also managed FMLA and ADA leaves.

**PRIOR POSITIONS HELD**

T-Mobile – Frisco, TX – **Senior Generalist** – Oct 2001 – Oct 2007

SUNTRUST BANK – Atlanta, GA - **Reorganization Manager** – Aug 2000 – May 2001

BANKTEMPS – San Diego, CA - **Consultant** - Jan 2000 – Jun 2000

BANKERS TRUST/DEUSTCHE BANK – Nashville, TN - **Assistant Treasurer-Training** – Dec 1992 – Jan 2000

**EDUCATION**

DAVID LIPSCOMB UNIVERSITY, Nashville, TN

**Bachelor of Science, Management/Psychology**

**PROFESSIONAL DEVELOPMENT, Prior Memberships**

* Professional of Human Resources, PHR
* Society of Human Resources Management Member
* Dallas Human Resource Management Association Member
* United Way African American Leadership Council
* Board Member Prevent Blindness Georgia
* Board Chamber Member Johns Creek, Georgia