**Rick Fuelling**

**8508 Kelly Cove**

**Jonestown, Texas 78645**

**Cell: 512- 627-6546 Email: speccons@swbell.net**

Seasoned, decisive, high energy Human Resources executive with diverse global HR experience spanning high technology, consumer products, energy, automotive and consulting. Rick is valued for strategic planning, aligning HR to business plans and applying business acumen to solve problems.

**KEY SKILL AREA**

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| * **Consulting and Strategic Planning**
 | * **Workforce Development**
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| * **HR Policy, Procedure and Process**
 | * **Change Management**
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| * **Organizational Design and Development**
 | * **Reorganization and Culture Change**
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| * **Leadership Development**
 | * **Succession Planning**
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| * **Executive Coaching and Mentoring**
 | * **Performance Management**
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**PROFESSIONAL EXPERIENCE**

**Austin People Works: November 2020-Present**

**Senior Consultant and Recruiting Practice Leader**

**(Part-time)**

* Manage the Recruiting function for this full-service HR consulting firm
* Act as escalation point for all client engagements and manage all relationships
* Perform other HR consulting including interim HR roles, Succession Planning, M&A, CEO and business exit planning strategy

**CLEAResult Consulting: September 2013- May 2017**

**Senior HR Director**

Austin, Texas

* Served as the Austin Site Director for a 300- person headquarters operation
* HRBP for two major business units
* HRBP for all C-suite members and their departments nationwide
* Corporate head of Employee Relations

 **Sage Environmental Consulting: November 2011- April 2013**

 **Vice President Human Resources**

 Austin, Texas

* Provided senior guidance and direction to the five operating companies under the Sage Holdings umbrella including OD, compliance, M&A, leadership development, culture enhancement and infrastructure design and development.
* Hired as the first senior human resources executive tasked to provide the foundation in people, process and technology to support rapid growth and expansion.

**Advanced Micro Devices (AMD): 2007- 2009**

**Human Resources Business Partner**

Austin, Texas

* Provided expert business and HR consulting support to the CIO, CFO, CAO and their organizations.
* Worked closely with and led management on strategic planning, organizational development and human capital planning during tumultuous organizational and business periods.
* Senior-level advisor and coach to executives in my organizations leading OD discussions during 2 years of mergers, acquisitions, layoffs and new business spin-off.

**Fuelling and Associates: 2001-2013**

**Principal**

Austin, Texas

* My human resource and business consulting services included workforce and leadership development, performance management, employee relations, planning and organizational design and dynamics, recruiting and succession planning expertise to small and mid-sized firms in central and south Texas. We exceled at helping small and mid-sized high-growth firms solve organizational problems by recommending sustainable and scalable people process in all areas of human resources.

**Dell Computer Corporation: 1993 - 2001**

**Director Human Resources - Manufacturing and Distribution**

**Director Human Resources - Product Development**

**Director Human Resources - Information Technology**

* Directed the Human Resources function and a staff of 20 for a 3000- person manufacturing and distribution campus.
* Responsible for the successful start-up of Dell’s showcase manufacturing and distribution facility by recruiting and on-boarding over 1000 employees in 4 months.
* Reduced executive turnover by 50% by providing expert executive coaching and counseling using 360 assessments and personal intervention.
* Successfully halted informal union organizing efforts by proactively managing the employee opinion survey process from audit to process improvement leading to a number of business and employee changes.
* Directed the Human Resources function with a staff of 30 for a 2000- person desktop, notebook and workstation engineering and product marketing organization.
* Addressing severe retention and turnover issues, developed and piloted creative retention solutions for retaining key technical employees.
* Spearheaded and piloted a targeted Diversity initiative for Dell, leading to the creation of a diversity department and company-wide focus.
* Developed and executed formal succession and management development plans addressing diversity and bench strength, leading to the development of women and minorities.
* Developed and piloted the first organizational and human capital planning process with regular reviews with Michael Dell and staff.
* Developed and implemented Dell's first college recruiting and intern program, saving $500,000 in direct recruiting costs while developing entry level bench strength.
* Recruited and successfully on-boarded over 400 information technology professionals in 18 months, enabling Dell to decentralize into operating business units, fueling explosive growth.
* Managed the integration of HR policy and practice for Dell Europe IT groups.
* Provided strategic solutions to complex organizational, compensation and staffing issues for the SAP team.

**Kraft General Foods: 1991 - 1993**

**Regional HR Manager**

Denver, Colorado

* Directed the HR function for a union multi-site, multi-state operation, Kraft's largest distribution and sales location.
* Achieved a decertification petition through proactive HR and employee relations programs.
* Negotiated a successful contract with the Teamsters gaining numerous productivity concessions.
* Reduced the grievance and arbitration backlog in a facility lacking labor relations management expertise.

**Frito-Lay: 1986 - 1990**

**Division Human Resources Manager**

**San Antonio/Houston, Texas**

* Managed the HR function for two of Frito-Lay's largest Sales, Manufacturing and Distribution facilities providing direction in employee relations, training, staffing, compensation, benefits, OD and workforce development.
* Successfully introduced alternatives to base pay increases saving Frito-Lay $2 million.

**Atlantic Richfield: 1980 - 1986**

**Employee Relations Manager**

Houston, Texas

* Provided labor relations support to a 1000 -person union refinery location, their largest facility.
* Participated in two local contract negotiations serving as assistant to chief spokesman.
* Promoted to Employee Relations Manager, responsible for benefits, staffing and employee relations.
* Saved ARCO over $1 million by winning 100% of arbitrations as company representative.

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**EDUCATION**

M.A. Human Resource Management, Central Michigan University

B.S. Business Administration, Central Michigan University

**ACTIVITIES AND AFFILIATIONS**

CEO Peer Group Facilitator-Austin Chamber of Commerce

Executive Board Member and Co-Founder Miracle League @Town and Country

Board Member, Round Rock Independent School District Partners in Education

Advisor, Concordia University School of Business

TAB (The Alternative Board) Certified Facilitator and Coach