**Michael A. Young**

Dallas, TX | 214.714.2592| [dallasvol16@gmail.com](mailto:dallasvol16@gmail.com) | [www.linkedin.com/in/hrmikeconsulting/](http://www.linkedin.com/in/hrmikeconsulting/) | [Portfolio](https://brand.page/michaelyoung)

**Summary**

Analytical and seasoned professional with 15+ years of experience overseeing human capital operations, building strong employee relationships, and driving cultural transformation initiatives while delivering scalable HR solutions during periods of change, including mergers, international expansion, and DEI frameworks, for business goals alignment. Proven ability to lead top-tier teams, devise effective policies, and resolve complex issues for optimized talent pipeline development. Adept at establishing new legal entities and launching recognition programs to elevate engagement and workforce loyalty.

**Work Experience**

**M A Young Coaching & Consulting | Bedford, TX**

**HR Leadership Consultant | October 2023 – Present**

* Deliver coaching sessions for 4 clients monthly through thought-provoking, solution-oriented dialogue to support self-directed decision-making and unlock holistic potential while elevating emotional, physical, and mental well-being
* Promote personal and professional growth by inspiring clients to live abundantly across spiritual, social, and career domains, fostering alignment between core values and everyday choices
* Offer expert consultation on both HR and personal matters by leveraging policy knowledge and offering practical solutions to boost engagement and organizational effectiveness
* Drive mindset transformation by enhancing individual awareness and guiding personalized development pathways to empower clients toward becoming the highest, most authentic version of themselves

**Abbott Diabetes Care | Alameda, CA**

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

* Directed multi-site HR operations by leading integrated talent initiatives and aligning workforce strategies with the priorities of Technical Operations, Finance, Marketing, and R&D to advance business goals
* Steered digital transformation initiatives in conjunction with Software Engineering teams to increase enterprise agility and synchronize HR practices with evolving technology infrastructure
* Established a tax-compliant legal entity while building a 10-member Software Test Team in Mumbai, India, to strengthen regional operational capacity and support global product scalability
* Restructured GSM team by developing critical competencies and succession pipelines to reinforce bench strength
* Designed a Career Ladder for the Medical Affairs organization by defining role expectations to raise retention rates

**Alcon | Johns Creek, GA**

**Director of Human Resources | November 2018 – April 2022**

* Supervised full-spectrum HR operations across a manufacturing and supply chain facility by administering lifecycle activities for 1,400+ employees and developing a six-member team to uplift workforce efficiency
* Provided targeted mentorship to build a 9-member Senior Leadership Team for long-term organizational success
* Navigated the COVID-19 crisis and Black Lives Matter unrest through proactive response measures and flexible workforce policies to foster trust, safety, and organizational stability
* Analyzed existing inefficiencies and transitioned recruitment operations to an RPO model for better time-to-fill rates
* Transformed an 8-member HR team into a high-performing unit by refining routine workflows and embedding feedback loops to uphold high service standards
* Initiated a Co-Op joint venture with local technical trade colleges to create an early talent pipeline and bridge academic learning with on-site operational experience
* Launched the OPEN Network for LGBTQ associates to cultivate a culture of belonging across the organization

**Alcon | Fort Worth, TX**

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

* Rendered full-spectrum HR generalist support for the U.S. workforce while overseeing Rest of World employee matters in partnership with regional HR teams to ensure global consistency and local compliance
* Coordinated delivery of post-survey action plans within the R&D PMO by tracking global milestones to nurture stronger team connection and workplace involvement across international R&D functions
* Facilitated 6 Civil Treatment sessions annually to promote equitable leadership practices among US People Leaders
* Created internal TED Talk–style forum by partnering with PMO organization team for seamless knowledge transfer

**PulteGroup | Irving, TX**

**Area Human Resources Manager | August 2014 – August 2016**

* Orchestrated HR operations for 600+ employees across Texas through comprehensive generalist assistance in Austin, Dallas, Houston, and San Antonio to unify HR practices statewide
* Identified knowledge gaps and delivered training for the 50+ area leaders on performance management, employment relations, employment law, benefits, and compensation to enhance leadership capability
* Formulated standardized interview training guides with core competencies under the 2016 HR Big Rock initiative by guiding over 100 team members to streamline hiring practices across Finance, Construction, Sales, and Procurement
* Served as SME for the 2015 HR Big Rock initiative by co-developing the Management Experience course to accelerate mid-level manager readiness across the organization
* Governed corporate HR programs, such as PDP, HRP, compensation planning, and organizational surveys by coordinating area-wide initiatives to cultivate positive employee experiences

**Gatehouse Media | Irving, TX**

**Corporate Human Resources Manager / Director | November 2012 – July 2014**

* Monitored HR operations for the corporate office and two regional divisions by aligning policies with company values and vision to sustain operational continuity across the Southwest and Rio Grande Valley Regions
* Introduced HR initiatives, such as Travel/Expense Policy, New Hire Onboarding, managerial and Harassment Prevention Training, as well as SOPs manual, to slash costs and strengthen leadership decision-making
* Revamped talent program by prioritizing quality over volume and implementing best practices for hiring to attract top-tier candidates and decrease turnover rates by 5%
* Conducted quarterly regional visits, performing safety inspections to drive accountability among local leaders

**RealPage Inc. | Carrollton, TX**

**Human Resources Senior Manager / HRBP | February 2008 – October 2012**

* Managed cross-functional client relationships across Sales, Marketing, Legal, Accounting, Finance, Facilities, Product Support, and Client Services functions in Canada, India, and the Philippines to augment service delivery
* Functioned as the point of contact for all HR matters, resolving complex employee issues to improve satisfaction
* Advised senior management and operations teams with best-practice expertise to optimize routine processes
* Handled Workers’ Compensation claims across all U.S. locations by assessing vendor partnerships during mergers and acquisitions to minimize business disruption

**Additional Experience**

**The Fountain Group, Alcon Labs | HR Consultant**

**T-Mobile | Senior HR Generalist, T-Mobile | Learning & Development Trainer, T-Mobile | Recruiter**

**Suntrust Bank | Reorganization Manager**

**Banktemps | Consultant**

**Bankers Trust / Deutsche Bank | Assistant Treasurer, Training, Recruiting**

**Skills**

Talent Management, DEI, Performance Management, Organizational Development, Leadership Development, Rewards Programs, IPO Support, M&A, Employee Handbook Creation, FMLA & ADA leave Management, Risk Mitigation

**Education & Credentials**

**Bachelor of Science in Management & Psychology,** David Lipscomb University, Nashville, TN

**Professional of Human Resources, PHR (Previously Held)**

**Certified Professional Coach**

**Affiliations (Prior)**

Member, Society of Human Resources Management

Member, Dallas Human Resource Management Association

United Way African American Leadership Council

Board Member, Prevent Blindness, Georgia

Board Chamber Member, Johns Creek, Georgia