

SHARON CAMPBELL TPR, DCSE, BE, PGDBA, SPHR

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GLOBAL HUMAN RESOURCES MANAGEMENT EXPERTISE

*Knowledge of HR Best Practices & Best-Fit Policies for Diverse Industry Sectors
Trusted By Senior Managements to Create Viable HR Programs in Matrix Organizations
Expert in Standard HR Policies & Programs That Meet Strategic, Business & Employee Needs*

HR PROGRAM DEVELOPMENT ► TALENT MANAGEMENT ► LEADERSHIP DEVELOPMENT

- ❖ Elevated HR capabilities, standardized HR policies/procedures and structured succession planning, leadership development, career development and recruitment initiatives for global entity with 18K+ and 50+ operating entities.
- ❖ Prevented “brain drain”, retained business intellectual and ensured leadership continuity by identifying core leadership competencies and piloting 5-year leadership development program with customized curriculum.
- ❖ Leveraged in-house corporate assets, external training programs and adjunct faculty from top global educational institutions—LBS, INSEAS, and IMD— to deliver competency building sessions for employees.

PERFORMANCE MANAGEMENT ► TEAM ENGAGEMENT ► CHANGE MANAGEMENT

- ❖ Stabilized employee retention and strengthened work performance through innovative work incentive programs and targeted career development strategies despite ongoing corporate layoffs and operational restructuring.
- ❖ Boosted employee engagement by designing wide array of team-focused programs including coffee talks, focus groups and collaboration activities—*Know Your Team, Moments of Truth, Lunch with Business Head and Quarterly Voice of Employee*.
- ❖ Instituted first-of-its-kind contingent worker optimization program that supported management decisions with critical information on recruitment costs, resource requirements, optimal utilization and training partnerships.

RECRUITMENT & WORKFORCE PLANNING ► TRAINING & DEVELOPMENT ► RESOURCE MANAGEMENT

- ❖ Retained 60% bench churn, achieved 85% resource utilized and efficiently balanced job rotation for leading consulting firm by inventing “*Resource Planner*”, the company’s 1st workforce planning and forecasting tool.
- ❖ Architected diverse recruitment programs and orchestrated “short-turnaround”, turnkey staffing engagements for small to large-sized companies in telecommunications, healthcare, aerospace, and banking industry sectors.
- ❖ Trained and coached hundreds of managers and employees on succession planning, readiness assessments, candidate identification, individual development and internal promotions.

HUMAN RESOURCE MANAGEMENT LEADERSHIP EXPERIENCE

Corporate HR Program Manager <i>Zamil Group Holding Company</i> ■ Saudi Arabia	2010—present
Human Resources Manager Resource Manager <i>Hewlett Packard</i> ■ India	2008—2010
Assistant Manager, HR & Operations <i>Customer First Services</i> ■ India	2001—2004
Recruitment Assistant <i>OTLSOFT</i> ■ India	1998—1999
Technical Assistant <i>Shanmugha College of Engineering</i> ■ India	1993—1995

ACADEMIC BACKGROUND & CREDENTIALS

PGDBA - Xavier Institute of Management & Entrepreneurship, Bangalore (2001)

B. E. in Electronics & Communication - Bharathidasan University (1998)

Diploma in Computer Science and Engineering - Sheshasayee Polytechnic, Trichy (1993)

Top industry certifications – SPHR, Certified Assessor for Talent and Succession Assessment Skills Certified Recruitment Analyst, Certified on Competency-based Recruitment & Performance Management, HROM and SAP-HR