

BRAD PATRICK

2257 Chamblee Lane
Lexington, Kentucky 40513

859-421-6920 (mobile)
bradpatrick13@gmail.com

SUMMARY OF QUALIFICATIONS

Over thirty-three years of results-oriented, progressive human resources and business leadership experience including a comprehensive range of transformational leader, generalist and specialist roles. Recognized as a trusted business partner. Skilled in enhancing people and organization capability and building strong performance cultures. Adept in strategic planning and change implementation. Extensive experience in developing and leading generalist function complemented by specialist knowledge in talent planning and management, organization design and development, compensation and benefits planning, learning, labor relations, HR information systems, and risk management.

- Broad based strategic HR leadership in domestic and international business. Experience in formulating business/organization strategy in high growth and financial crisis environments.
- Change leadership roles have included business unit start-ups, closures, reductions, compensation, and benefits redesign, new products/services, business process improvements, and major acquisitions/mergers.
- Created large-scale job and organization design and implementation.
- Led talent management and succession planning efforts. Served as a trusted advisor/leadership coach.
- Developed strategies and managed communications function, facilities management, corporate risk management, state/local government affairs, university research relations, and national/local community affairs and charities.
- Managed corporate response to large-scale government compliance audits (OSHA, O.F.C.C.P).
- Successfully managed numerous union organizing campaigns and an airline industry first decertification. Developed formal positive employee relations capability to create union resistant workforce.
- Specialized in addressing cumulative trauma illnesses, safety, and risk management initiatives.
- Implemented large scale HR technology (PeopleSoft), Taleo, StepStone, and other issue specific technology solutions (i.e. organization management, Employee Self Service, Management Self Service).
- Addressed organization capability needs through team formation, workforce engagement, productivity, quality, safety, and sales/marketing development initiatives.
- Key leader of corporate diversity strategies and activities.

PROFESSIONAL EXPERIENCE

UNIVERSITY OF KENTUCKY GATTON COLLEGE OF BUSINESS AND ECONOMICS – Lexington, KY
Executive in Residence/Lecturer **Aug 2020 to Present**

- Identify value-added, mutually beneficial initiatives between businesses, non-profits, and organizations with Gatton faculty, researchers, staff, and students.
- Serve as a team member in the development and implementation of new graduate human resources management programs to be introduced in August 2020.
- Lecturer for master's level programs including the Executive MBA, traditional MBA, and healthcare executive programs.
- Support student's development and career readiness.

HANA RESOURCE GROUP, LLC – Lexington, KY

Advisor to the President and Founder

Feb 2020 to Aug 2022

- Provide strategic human capital and change management client support
- Support coaching and development of HRG consultants.

VALVOLINE – Lexington, KY

2018 to 2020

Executive Vice President/Chief Human Resources Officer – Jan 2018 to Feb 2020

- Supported the organization transition through separation from Ashland Chemical to set up the independent, publicly-traded company format
- Reformatted and developed the Human Resources and Communications function
- Set up and led the creation of the company's operating model and managed the comprehensive Accelerate initiative to establish core operating processes
- Designed and implemented improved talent acquisition approaches and processes across the organization with strong retention and performance impact in the quick lube segment
- Initiated and implemented management and executive talent assessment and planning processes
- Established the HR operations and technology plan

SHEARER'S SNACKS – Massillon, OH

2015 to 2018

Executive Vice President/Chief Human Resources Officer – Nov 2015 to Jan 2018

- Key supporter of the Chairman/CEO and a member of the Senior Leadership Team.
- Developer and leader of the business transformation and integration plans related to dramatic business growth and a series of acquisitions.
- Main contact with majority private equity owners, Ontario Teachers' Pension Plan, including managing the Board of Director's Compensation Committee
- Functional leader transforming the Human Resources function including the development of the talent and team.

TEMPUR SEALY INTERNATIONAL – Lexington, KY

2010 to 2015

Executive Vice President/Chief Human Resources Officer – Dec 2010 to Nov 2015

- Trusted advisor for the CEO, COO, executive committee, and Board of Directors. Created the content and managed the full Compensation Committee agenda including executive talent and succession planning.
- Led the site selection, design, and construction of the global headquarters. Created a unique initiative to design workplace culture and brand alignment into the site including over 100 employees in various phases of the project.
- Key executive leader in the due diligence, acquisition, and integration of the Sealy Corporation.
- Transformed and developed a highly valued HR team. Implemented cost-effective, in-house designed organization, talent, and culture development tools and support. Leveraged doctoral candidates and professors to assess organization needs and create solutions.
- Implemented practical and action-oriented talent and organization assessment and planning system.
- Redesigned and implemented high-value talent sourcing, recruitment, assessment, and selection system to support large scale hiring needs – upgraded marketing, global product development, and supply chain functions.

SARA LEE CORPORATION – Downers Grove, IL

2005 to 2010

Senior Vice President Human Resources – Dec 2008 to 2010

- HR leader for Global Talent Acquisition, North America Labor/Employee Relations, Policy and Practices, Global HR Operations, and a global cost savings initiative.
- Development and implementation of the North America labor relations strategy managing over 200 labor contracts in manufacturing and direct store delivery. This includes leading the corporation's multiemployer pension plan strategy with direct accountability to the CEO and Board of Directors. Formulation and implementation of the organization's positive employee relations strategy to address union organizing risks.
- Established the Global Implementation Management Organization (IMO) to achieve corporate cost savings for the CEO and Board. Leading cost savings initiatives, including headcount reductions, compensation and benefits modifications, and implementation of process and productivity improvements.

- Responsible for developing the HR process, systems, and technology strategy to transform the HR service delivery model. This work includes pursuing the global HR business process outsourcing plan development and implementation.

Senior Vice President Human Resources, North America Food & Beverage – Dec 2005 to Dec 2008

- HR Leader for the \$4.3 billion North America food & beverage organization. Support manufacturing, distribution, selling, marketing, and R&D associated with national bakery, single-serve coffee, and leading brand meat products.
- Key leader in creating and implementing the transformation change plan to integrate the previously separate business units.
- Redefining the HR function role and responsibilities to align with business needs. Includes upgrading of HR talent.
- Integration and implementation of improved performance management practices in support of building a performance and continuous improvement culture.
- Implementing effective talent management and workforce planning systems.

THE GILLETTE COMPANY (PROCTER & GAMBLE) – Boston, MA

2004 to 2005

Vice President Human Resources North America Commercial Operations – Dec 2004 to Dec 2005

- HR Leader for the \$4.6 billion Blades/Razors, Personal Care, Oral Care, Duracell Battery, and Braun Razors and Household Appliances organizations.
- Implemented talent management processes for succession planning and development.
- Key Transition leader for the acquisition by Procter & Gamble. Created an integrated change plan format to prepare the North America Commercial Operations organization for integration into P&G. Member of the joint Global Integration Team, Employment Agreements, and Culture Transformation/On-Boarding Team.
- Sponsor for the North America Diversity Council. Established plans to improve the business case for Diversity and developed leaders Personal Point of View (PPoV) for Diversity.
- Managed business unit communications strategy and plans, as well as, meetings and events organization.
- Streamlined functional HR work and improved role understanding among HR professionals and clients.

DELTA AIR LINES, INC. – Atlanta, GA

2000 to 2004

Vice President Worldwide Human Resources – Dec 2000 to Apr 2004

- Member of President/COO operating committee. Led the airline's response to 9/11 including the reduction of over 14,000 employees, redesigned organization structures, and processes working closely with new Homeland Security programs. Created the change strategy to reduce over \$1 billion in expenses from all phases of the operations.
- Formulated the organization's people strategy in support of the business plans. Coordinated and integrated organization plans and activities across the company to ensure workplace consistency and alignment.
- Completed Field HR Generalist role and structure implementation. Served as leader for 131 field HR professionals supporting 66,000+ employees in 40 countries. Extensive client surveys indicated high trust, strong service orientation, and effective change support had been delivered.
- Managed proactive Positive Employee Relations designed to create union organizing resistance and to minimize impact where union involvement existed.
- Change management leader for large-scale organization change included major redesign of Delta benefits programs. Reduced Company expense by greater than \$200 million.
- Improved field HR talent and capability to support business performance needs. Development efforts included HR Summits for change management execution, Regional Development Forums for technical HR skills, and functional collaboration and planning.
- Co-leader in the development of the Company's Diversity initiative.
- Member of Corporate Compliance Steering Committee dedicated to Sarbanes-Oxley compliance. Led workforce training component and member of the issue resolution committee.

FRITO-LAY, INC.

1988 to 2000

Vice President Human Resources

Operations North and South Division, Atlanta, GA – Apr 1999 to Dec 2000

Vice President Human Resources

Sales and Operations, South Division, Atlanta, GA – Jun 1998 to Apr 1999

Director Sales Capability (Organization Development/Training), Plano, TX – Apr 1997 to Jun 1998

Director Risk Management, Plano, TX – Sept 1996 to Apr 1997

Senior Group Manager HRIS /PeopleSoft Implementation Leader, Plano, TX – Oct 1994 to Apr 1997

Labor Relations Representative, Plano, TX – Nov 1993 to Oct 1994

Southeast Area Human Resources Manager, Atlanta, GA – Oct 1992 to Aug 1993

Perry, Georgia Operations Human Resources Manager, Perry, GA – Nov 1992 to Oct 1993
(concurrent with Area HR Manager role)

Atlanta Operations Human Resources Manager

(Chamblee/Atlanta Regional Distribution) Chamblee, GA – Feb 1990 to Oct 1992

Jackson, Mississippi Operations Human Resources Manager, Jackson, MS – Mar 1988 to Feb 1990

RALSTON PURINA COMPANY – Davenport, IA

1986 to 1988

Personnel Manager – Aug 1986 to Mar 1988

EDUCATION

Bachelor of Business Administration – Personnel / Industrial Relations
University of Kentucky – Lexington, KY

1986

Executive Master of Business Administration

University of Kentucky/University of Louisville – Lexington/Louisville, KY

2019

AFFILIATIONS

Board Member, Center for Human Resource Management with the University of Illinois, 2008 - 2010

Advisory Board Member, Riegel and Emory HR Advisory Board, Darla Moore School of Business, University of South Carolina, 2010 - 2013

MBA Advisory Board Member, Gatton College of Business and Economics, University of Kentucky 2015-2020

Board Member, Commerce Lexington Board of Directors, 2019-2020

Board Member, Lexington Fayette Urban County Economic Development Investment Board, 2020 – current

Faculty Fellow, James B. Beam Institute for Kentucky Spirits, 2021-current

Mentor, Von Allmen Center for Entrepreneurship, 2021-current