

Byron McCormick

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bybmccormick@gmail.com 

Strategic HR Business Partner with 10 years of leadership experience focused on human capital and building strategic HR partnerships. Passionate about driving business outcomes through Human Resource Strategy, Employee Engagement, and Diversity Equity & Inclusion.

Education

Executive MBA – Con. Finance
Washington State University, 2022

B.S. Business Management
Western Governors University, 2018

Skills

- Employee Relations and Engagement
- Cross-functional Project Management
- Legal Compliance
- HRIS Management
- DEI Programming
- Policy Development
- Full-Cycle Recruiting
- Compensation and Benefits analysis

Certifications

Senior Certified Professional
Society for Human Resource Management

Certificate of HR Management
University of Washington

Experience

Director of Human Resources/Horizon House – Seattle, WA

November 2021 – Present

- Report directly to the CEO; HRBP to the executive suite and senior leaders.
- Human Resources strategy leader; Lead CBA negotiator with union group.
- Implemented multiple DEI initiatives that increased the organizations diversity and equity score by 15%
- Business partner to management; build and implement strategic HR programs that support positive business outcomes.
- Repositioned talent focus to future threats; Reduced time to fill by 22% and increased retention.
- Negotiated a cost reduction in self-insured benefits programs while expanding coverage. Utilized previous savings to reduce employee cost by 35%.
- Built HR data input sources to quantify programs, results, and guide strategy; program utilization rates, engagement assessments, and HRIS data analytics.
- Influenced key senior leaders and stakeholders by presenting data visually, leveraging culture, & building relationships.
- Innovated HR practices including compensation analysis and implemented a new HRIS system.

Interim Director of Human Resources/Loomis Inc – West Region

August 2020 – November 2021

- Hired as a District HR manager (8/2020 – 6/2021)
- Supported an operations team of 75 managers and an employee group of 3500. 25 sites.
- Negotiated collective bargaining agreements with 4 different union groups.
- Worked directly with CHRO to ensure HR programs aligned with operational budgets.
- Led a HR team of 9; HR Generalist's – Senior HR Manager's
- Implemented US People Strategy '21 specifically focused on retention and COVID related programming.
- Managed recruiting team; built benchmarking and revised organizational structure to align support new strategy.
- Collaborated with program managers to ensure compliance standards were met.
- Lead employee investigations and headed labor relations issues; Compliance audits.
- Worked with benefits manager and executive team to improve benefits programs in an effort to be more competitive in employment market.
- Developed internal tools to collect strategic HR data to reduce turnover and identify risks for the organization.

Regional HR Manager/Zara – Seattle, WA

February 2017 – August 2020

Associate Business Manager/Williams Sonoma Inc – Seattle, WA

September 2013 – February 2017