

Brian Patrick Jensen

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TOP HUMAN RESOURCES EXECUTIVE AND INSPIRING LEADER

Award winning human resources executive, inspirational leader and innovator of high-impact talent building and workplace improvement strategies. Exceptional public speaker, facilitator and change-driving leadership coach, consulting entrepreneur, essayist and inspiring blogger.

PROFESSIONAL EXPERIENCE

Communication Service for the Deaf Inc. (CSD) 2013 - Present **Human Resources Manager**

Oversee HR and talent management build in Austin TX start-up technology studio and executive hub for global non-profit serving Deaf and hard hearing communities.

- Source and recruit information technology talent in highly competitive market
- Deliver leadership development and team building "Tech Talks" and seminars
- Instituted automated document routing for process efficiency and data security
- Partnered in interpreting operations organizational effectiveness initiatives
- HR Oversight for CSD Marketing, Interpreting Ops and Technology Groups

Movers Specialty Service, Inc. (MSS) 2006 - 2012 **Vice President Human Resources and Talent Acquisition**

Transformed personnel shop into high-velocity talent building operation and corporate university for this specialty service provider supporting household relocations.

- Created "MSS University" winner of CARTUS Gold Supplier Innovation Award
- Established proactive and decisive staff planning & talent management system
- Increased speed to hire 150% while reducing cost per hire 70%
- Overtime management flex-schedule strategy reduced hourly payroll 15%
- Orchestrated 25% workforce reduction resulting in record staff productivity ratios
- Recognized as "Philadelphia Top Workplace" in 2010, 2011 and 2012
- Managed HR, Safety, Corporate Communications and Sales Support

DataBank IMX 2004 - 2006 **Vice President Human Resources / Division GM**

Senior executive for this digital imaging company, leading turnaround initiatives, rapid consolidation and successful acquisition of historically fledgling enterprise.

- Re-staffed HR, Payroll and Marketing functions with high-performance teams, improving service, reducing bureaucracy and saving \$370,000 annualized.
- Initiated medical benefits overhaul realizing \$280,000 in annualized savings
- Served as GM for Philadelphia and NY Metro as direct result of HR-driven change strategy to consolidate and set-up of new production facility serving key markets
- Managed HR, marketing, HQ admin and division sales and local operations

Colorcon / Berwind Pharmaceuticals **1997 - 2004**
Director Global Human Resources (1997 – 2002)

Built award winning organizational effectiveness group to drive rapid improvement strategy with 65% workforce changeover for this global pharmaceutical ingredient manufacturer.

- HR-sponsored improvement projects resulted in over \$500,000 in cost reductions
- Improved group medical, life & disability capturing over \$1,000,000 cost containment
- Created process improvement, project management and *e-Train* leadership curricula
- Winner of both HR Department (2000) and HR Person (2002) of the Year Awards
- Global HR Leader over U.S. & Puerto Rico, UK, India, China, Japan and Singapore

Director North American Operations (2002 – 2004)

Assumed leadership of all manufacturing and supply chain to turnaround underperforming plants in West Point, PA and Puerto Rico *as direct result of HR-initiated project success.*

- Increased plant capacity 40% in 6-months and reduced in-process cycle time by 1/2
- Eliminated 3rd shift, flattened hierarchy, reduced payroll and overtime by \$800,000
- Took 85% on-time shipments @ 10-day lead-time to 99% on-time @ 5-day lead-time

Commonwealth Land Title Insurance Company **1994 - 1997****AVP Employee Relations**

Managed training, employee relations, recruiting and compensation and led transition and downsizing strategy upon sale of company. Proposed innovative HR revamp upon merger.

ARAMARK (formerly ARA Services, Inc.) **1987 - 1994****Manager Corporate Human Resources.**

Facilitated recruitment, compensation, training and employee relations for HQ staff. Promoted several times from entry-level HR Specialist to Corporate HR Manager.

OTHER RELEVANT EXPERIENCE
Founder BrianPatrickJensen.Com* **2011 – Present**

In addition to establishing highly innovative human resource consulting practice, founded namesake Blog featuring inspiring essays and motivational presentations on leadership, service excellence and persevering through difficult challenges.

** Previously "Switch HR" innovative workplace consulting and HR Blog (2004 – 2010)*

Cabrini College Instructor **1987 - 1998**

Creator and Lecturer of popular career development and personal success strategies course.

EDUCATION

Bucknell University, Lewisburg, Pennsylvania**May 1987**

Masters of Science in Education (MSED) with Honors

Full scholarship, Assistantship Intern - Bucknell Career Center

Published thesis: research study in leadership decision-making

Cabrini College, Radnor, Pennsylvania**May 1984**

Bachelor of Arts in English/Communications and History (double major)

Honors, class president, Editor-in-Chief of college newspaper, department medal winner

AWARDS

- CARTUS 2009 Gold Supplier Innovation Award for MSS University
- Philadelphia Top Workplaces, 2010, 2011 and 2012
- Human Resources Person of the Year (2002)
- Human Resources Department of the Year (2000)

PRESENTATIONS

- *Perseverance to Triumph* – 2013 HLAA International Conference
- Keynote – Association for Late Deafened Adults (ALDA) 2012 Global Conference
- *Real About Diversity*—2012 Tri-State SHRM Diversity Initiative Conference
- *Perseverance and YOU* – 2012 Oncall Global Webinar Series (2000 + registered)
- *Workplace Talent Building* – 2012 Greater Valley Forge HR Assoc. (HRIC accredited)
- *Perseverance* – 2012 Hearing Loss Association of America (local chapters)
- *Be Inspired! Interview with Brian Patrick Jensen* – 2012 TDI Global Magazine
- *MSS Human Resource Planning Strategy* – 2011 AMSA National Education Conference
- *Changing You* – 2011 MSS National Subcontractor Conference
- *Truths HR People Never Say* – 2002 Keynote Tri-State SHRM Annual Conference
- *Colorcon Change Strategy* – Published: 2003 BenchMark HR Best Practices
- *HR that Works* – top-ranked Vistage speaker
- *Featured Contributor* – 2011-2013 PositivelyPositive.Com (exceeding 21,000 reviews)

BRIAN PATRICK JENSEN ONLINE

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