

Brian Patrick Jensen
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SUMMARY

Award winning human resource leader and organizational effectiveness executive and innovator of high-impact workplace improvement strategies. Exceptional public speaker, talent builder, diversity advocate and leadership coach renowned for spirited presentations and straight-talk.

PROFESSIONAL EXPERIENCE

Communication Service for the Deaf, Inc. (CSD) 2013 – 2017
Director of Development – CSD Works & CSD Learns

CSD Works and CSD Learns are employment and career development advocacy programs offering job opportunities and skills training to people who are Deaf and Hard of Hearing.

- Oversee sales (fundraising) and marketing (outreach) to employers and job seekers
- Developed marketing and social media strategy and launched CSDWorks.com
- Created “Workplace Solutions” for employers designed to promote diversity, inclusion and accommodate Deaf & Hard of Hearing workers for optimal success
- Originally hired as HR/OD Director to lead talent building for new technology hub

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
- 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 (formerly ImageMax) 2004 – 2006
Vice President Human Resources / Division GM

Served as senior HR and sales executive for this digital imaging company, leading turnaround, 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
- Accountable for HR, Marketing and full P&L for division sales and local operations

PROFESSIONAL EXPERIENCE (continued)

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 ½
- 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

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 and Switch HR

2004 – Present

Founded HR consulting / training service and namesake blog featuring inspiring essays and motivational presentations on leadership, innovative employment practices and persevering through difficult challenges. Previously “Switch HR” workplace consulting and blog forum.

Cabrini University / College Lecturer

1987 – 1998

Creator and Lecturer of popular career development and personal success course for obtaining employment and succeeding on job. Consistent “Exceptional” student feedback scores.

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 University, Radnor, Pennsylvania

May 1984

- Bachelor of Arts in English/Communications and History (double major)
- Honors, Who's Who, Department Metal for Distinguished Accomplishment
- Class President, Editor in Chief of College Newspaper, Resident Manager

PRESENTATIONS / MEDIA

- *Deaf-friendly Workplace Communication Solutions* – 2017 CSD Works
- *Performance Excellence Tech Talk Series* – 2013, 2014 CSD luncheon lectures
- *Perseverance to Triumph* – 2013, 2014, 2015, 2016 HAAA International Conference
- *Employer Symposium for Hearing Loss* – 2015 HAAA International Conference
- *Be Inspired! Keynote* – Association for Late Deafened Adults 2012 Global Conference
- *Seven Tenants to Talent Building* – Switch HR Leadership Forum blog series (2010)
- *Real About Diversity* – 2012 Tri-State SHRM Diversity Initiative Conference
- *Motivating Life* – July 2012 feature article, North Penn Reporter
- *Perseverance and You* – 2012 On-call Global Webinar Series (2000 + registered)
- *Workplace Talent Building* – 2012 Greater Valley Forge HR Assoc. (HRIC accredited)
- *Perseverance and Jobs Search* – 2012 Cabrini University Alumni lecture series
- *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
- *High Velocity Management / Workplace Process Excellence* - white paper, 2006
- *Truths HR People Never Say* – 2002 Keynote Tri-State SHRM Annual Conference
- *Colorcon Change Strategy* – Published: 2003 BenchMark HR Best Practices
- Top-ranked Vistage International CEO forum speaker, 2002 - 2011
- Featured Contributor – 2011-2014 *PositivelyPositive.com* (exceeding 21,000 reviews)

ONLINE REFERENCES

- BrianPatrickJensen.com [Speakers Profile](#)
- Brian Patrick Jensen on [LinkedIn](#)
- Brian Patrick Jensen on [Twitter](#)