**Brett Billups**

2005 Shumard Lane **•** Flower Mound, Texas 75028

Contact • (469) 933-7696 / WBrettBillups@gmail.com

LinkedIn/ profile: <http://www.linkedin.com/pub/brett-billups/6/866/348>

**RE: HR Leader**

I am a Human Resources Professional with experience in manufacturing, construction, hospitality, retail, food sales, logistics (union and non-union), and corporate environments in a variety of public/private industries. I have led varying levels of HR teams.

I specialize in:

* Mergers and Acquisitions
* Talent Acquisition
* Talent Assessment
* Talent Calibration
* Succession Planning
* Internal/External Communication
* Adherence to all State/Federal Guidelines
* HR Strategic Business Initiatives
* HR Delivery
* Organizational Talent and Development
* Employee / Labor Relations
* Performance Management
* Benefits
* Compensation

My career has taught me to address issues swiftly and professionally while striving to lead with uncompromising ethics and integrity. My career has also led me to strategically develop and communicate policies, benefits, and compensation structures. On a tactical level, I have directed and improved safety as well as designed and enforced employee performance metrics and talent/succession planning. I have extensive experience on how to manage performance and employee relations within federal and state guidelines. I have led plant closure initiatives as well as mergers and acquisitions.

In my role as VP of HR for one of the largest general contractors in the United States, we successfully introduced and implemented a variety of new initiatives to a well-established 100- year-old organization while enhancing HR's functional credibility.  An Austin Industries Board member wrote: "there has been a very significant improvement in the 'people' aspects of Austin's strategic planning since Brett took over.”

Sincerely,

Brett Billups

**Brett Billups**

**Work History:**

**AUSTIN INDUSTRIES / Dallas, TX • October 2015 – May 2021** $2B Employee-Owned (ESOP) Commercial Construction/Bridge & Road /Industrial Management

**Position: Vice-President of People**

Organizational HR/People lead reporting to the President/CEO of 100% employee-owned Austin Industries (ESOP). Partner with CEO and Divisional Presidents in long-term strategic People/HR initiatives. Presented and obtained external Board approval on all initiatives. Oversee all Benefits/Employee Relations/Staffing/Leadership & Culture departments. Lead and/or participate in all employee development programs: Foundations/Cornerstone/Leadership Development Group (LDG).

**Highlights:**

* Established Talent Acquisition department resulting in 60%+ reduction in employment costs over previous year ($700M)
* Successfully introduced/implemented Succession Planning to organization unfamiliar with the process. (9-Box)
* Influenced Sr. Leadership on need for consolidated HRIS system- Evaluated/Negotiated/Implemented UltiPro HRIS
* Restructured People/HR department to HR leads for each division
* Established "People Services" department - centralized HR transaction/administration
* Established Communications/Branding department to promote the organization both internally and externally (WeOwnit.com).
* Enhanced Performance Management process to decrease ER risk. Trained ER Performance Management to all Exempt.
* Introduced Individual Development Plans/Training (IDP) to the organization.

**IRON MOUNTAIN / Dallas, TX • 2013 – 2015** $3B Publically traded international data/records management and storage.

**Position: Human Resources Business Partner – Red River/South Texas/Chicago Regions/Intellectual Property Management**

Dedicated HR resource for all strategic initiatives to include talent assessment and organizational training and development. Partner with Region Vice Presidents and senior leadership to handle all exempt employee talent strategies, employee relations, career advancement and other operational initiatives. Sponsored promotable and high-potential talent on national CLIMB initiative to research and drive internal project with national ROI. Organized Regional career-pathing processes.

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Description automatically generated with low confidence]()

**Ba****ckground:**

HR Executive/Professional with experience in a variety of private/public industries and environments:

* Manufacturing
* Construction
* Hospitality
* Retail
* Food Sales
* Logistics (union and non-union)
* Corporate Functions

**Specialties:**

* HR Strategy Business initiatives
* M & A
* HR Processes
* Federal/State Compliance
* Training presentations
* Organizational Development
* Talent Acquisition
* Talent Assessment
* Succession Planning
* Employee Relations
* Performance Management
* Internal/External Communication / Branding
* Benefits / Compensation
* Leading Change
* Business Transformation
* Senior Advisor and Coach

**Summary:**

My career has taught me to address issues swiftly and professionally while striving to lead with uncompromising ethics and integrity. My career has also led me to strategically develop and communicate policies, benefits, and compensation structures. On a tactical level, I have directed and improved safety as well as designed and enforced employee performance metrics and talent/succession planning. I have extensive experience on how to manage performance and employee relations within federal and state guidelines. I have led plant closure initiatives as well as mergers and acquisitions.

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**Work History (Continued):**

**KRAFT Foods / Mondelez International • 2001 – 2013** $35B International Consumer Food Products company

**Position: Senior Human Resources Manager – Customer Service & Logistics • 2006 – 2013**

Partner with Region Vice President, Customer Vice Presidents, and Regional Logistics on strategic initiatives. Coordinate and lead all human resources (HR) activity for Texas Region Retail Sales and Pizza Divisions and 5 Logistics branches; Direct HEB and Wal-Mart customer teams. Organize Regional and Customer career pathing processes. Led all recruitment, hiring, training, and Succession Planning. Serve as corporate certified “high-potential” employee coach in South Area.

**Highlights:**

* National #1 Wall-to-Wall (W2W) sales consolidation; 2-store reps into 1-store, developed national primary training roll-out plan.
* Achieved 2nd lowest national sales region turnover rate at 8.4% during implementation.
* Orchestrated multiple W2W roll-out RIFs/converted salaried sales reps to salaried non-exempt with 0 adverse results.
* Developed PT Internship program by strengthening relationships w/SIFE Chapters at key schools.
* 2010 Retail Safety Excellence Award – Texas Retail Region
* 2011 Led cross-functional Leadership Forum of Hi-Potentials for business impact project with ROI

**Sr Human Resources Manager/ Central Region– Global Supply Chain, Northfield, Illinois • 2004 – 2006**

**Human Resources Manager – Pizza Division, Little Chute, Wisconsin • 2001 – 2004**

**Additional Experience**

**WireTech Manufacturing – HR Manager 1999-2001**

**Forge Strength Systems – Partner 1998 – 1999**

**Wisconsin Film and Bag – Operations / HR Manager 1990-1998**

**American General Hospitality – Hotel Management 1985-1990**

**Education / Certifications:**

**Bachelor of Arts in Advertising – Texas Tech University, Lubbock, Texas**

**Certifications: Sr Human Resources / SHRM (Expired 2019)**

**Myers-Briggs Certified Trainer**

**DDI Certified Trainer**