

Daniel Lopez, MBA

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Vice President Human Resources

Summary

Accomplished Vice President Human Resources and Published Author with 15+ years of experience in building and developing high-performing teams in both private and federal contracting sectors. Adept at leveraging technology to drive strategic HR initiatives that fuel business growth. Proven ability to cultivate a culture of excellence, diversity, and performance. As an HR Executive leader and author of HR educational resources, brings a unique blend of entrepreneurial acumen and subject matter expertise to optimize workforce performance and aligning HR strategies with business objectives.

Work Experience

Executive Human Resources Consultant

Odin's Tree Consulting, LLC
St. Petersburg, FL

December 2012 - Present

- Partner with executive leadership to develop and implement comprehensive HR strategies aligned with business goals.
- Provide strategic insights and recommendations on workforce planning, talent acquisition, and retention.
- Lead initiatives to enhance organizational structure, culture, and employee engagement.
- Conduct assessments and recommend improvements for HR processes and policies.
- Offer coaching and mentoring to senior leaders, focusing on leadership development, succession planning, and performance management.
- Ensure compliance with all relevant labor laws and regulations (both private and federal sector).
- Develop and implement risk management strategies to mitigate HR-related risks.
- Guide the organization through periods of change, ensuring smooth transitions and minimal disruption.
- Develop communication plans and support change initiatives.

Vice President, Human Resources

F. H. Cann & Associates, Inc
Exeter, NH

January 2021 - February 2022

- As an executive leader, oversaw the operations of multiple key departments, including Human Resources, Talent Acquisition, Administration, Marketing, Facilities, and Training and Development for a federal contractor financial services organization.
- Mentored and led 20 direct reports throughout COE. Built talent pipeline and HR systems in connection with a rapid 50% increase/strategic growth.
- Advised and developed ownership and C-suite executives on strategic, employee, and organizational situations. Facilitated the recruitment of 400 within two months for new state and federal contracts.
- Conducted continuous talent reviews and designed/facilitated training and development curriculums for career pathing and succession management.
- As a strategic leader, I have spearheaded planning and development initiatives that have propelled the company's growth from 300 FTE to a projected 2,500 FTE within a year, including a successful transition from private industry to federal contracting.

- Installed new corporate values and culture through marketing, focus groups, and other employee appreciation activities.
- Procured, managed, and administered benefits and compensation plans.
- Maintained all regulatory state and federal compliance (ADA, OSHA, OFCCP, SCA, Affirmative Action, etc.)

Senior Director, Human Resources

EnviroVantage

October 2019 - January 2021

Epping, NH

- Executive leader of Human Resources, Payroll, and Talent Acquisition for a Federal contractor environmental remediation services/construction organization.
- Planned, developed, recruited, sourced, and implemented all HR operations, including talent pipeline and recruiting, with a 75% increase in staff.
- Advised and trained C-level executives and line managers on best practices for aligning HR initiatives with short - and long-term corporate objectives.
- Implemented HR technology and planned to integrate new software systems to enhance performance evaluation, incentive determination, e-learning, and interdepartmental communication capabilities.
- Strategic planning, including designing and implementing the first-ever DOL-approved Apprenticeship program for certification in construction roles in alliance with the state of New Hampshire Department of Labor, specifically targeting women in construction.
- Through organizational development, a brand-new corporate structure, policies, development, and other mission-critical initiatives were designed and rolled out.

Vice President, Human Resources

LeapFrog Solutions

October 2014 - October 2019

Fairfax, VA

- Developed and implemented strategic plans that governed HR operations for a Federal contractor PR/Marketing firm, ensuring sustained success.
- Led and managed a team of five throughout the US. Led strategic planning and organizational-wide hiring initiatives and talent pipelines.
- Member of the executive team and led strategic planning for submissions of proposals for various contract opportunities.
- Revised organizational structure and policies to align with federal contracting requirements.
- Through talent reviews, I built a compensation plan and corporate structure of job titles, descriptions, performance management metrics, and more.
- Implemented HRIS and I.T. initiatives while lowering the administrative burden for the HR team by 50%.
- Managed and administered company health, compensation, and other benefits.

Sr. HR Manager

The Home Depot

November 2013 – October 2014

Atlanta, GA

- Developed HR Metrics and reporting (attrition analysis, at-risk profiling, ER stats), Increasing accuracy by 90%.
- Developed and managed HR team of three
- Instrumental in cultural change through organizational development initiatives (created core competencies for L&D), leading to an increase of about 40% in HR-initiated programs.
- Built relationships across all lines of business, better-enabling influence at all levels.
- Creation of employee development models
- Worked with/coached Management to address ER issues such as disciplinary actions, facility morale, training needs, etc.

- Advised management and Loss Prevention on termination counseling, performance problems, and ER issues.
- Maintained role on committee for employment law trends/review and emergency preparedness.

Sr. HR Manager

Merrill Corporation
Washington, DC

October 2012 – November 2013

- Provided full HR support to over 800 FTE and drove training and development projects to increase performance metrics.
- Collaborated with the regional vice president to proactively construct an original organizational structure intending to improve efficiencies and performance; additionally, designed and implemented career development models to be used in conjunction with performance management.
- Investigated a \$20M loss of contracts while serving as a trusted advisor to executives concerning employment law, employee relations, and other sensitive matters.
- Constructed and carried out employee culture initiatives to improve employee morale and foster a culture of continuous learning.

HR Business Partner (Sr. Consultant)

Booz Allen Hamilton
McLean, VA

July 2011 - October 2012

- Supported over 800 Software and IT employees, geographically dispersed and in security-cleared sites.
- Built relationships with senior management consulting on employee relationship issues, staffing, compensation, performance management, and overall adherence to government contracts.
- Dismantled silos across business units and hierarchically by conducting events and building rapport across business groups.
- Designed and developed a new training and development program, which impacted culture and resulted in 10% of additional contracts.
- Developed and executed talent management strategies for a multinational workforce of over 3,000 employees. These strategies led to a 15% increase in retention rates and a 25% improvement in employee satisfaction scores in Federal security and defense areas and

Sr. Director, Human Resources

ABC Imaging
Washington, DC

February 2008 – December 2011

- Supported 500 FTE both domestically and internally (Canada, UK, UAE, Japan).
- Supported IPO readiness activities and initiatives.
- Performed full policy development and implementation, strategic planning, and operations; oversaw HR departmental budget and managed 5 direct reports.
- Carried out due diligence for several mergers and acquisitions domestically and internationally.
- Directed and guided various HR programs regarding executive management training, technology systems, compliance reporting (OSHA, VETS, EEO), and employment law.
- Implemented the first training and development program by negotiating a \$50,000 reimbursement from California through an employee training program.
- Reduced medical and dental premiums by 15% by negotiating with insurance carriers.

Sr. HR Manager

Whatman Inc
Sanford, ME

February 1999 – February 2008

- Carried out the daily HR activities of a biological manufacturing plant of 250+ employees.
- Processed hourly and salaried staff payroll on a biweekly basis utilizing ADP.

- Used employee relations, recruitment strategies, and other strategic processes to hire talent.
- Negotiated with 3rd party staffing providers as well as internal recruitment of staff.
- Reduced 67% turnover rate to 12% through employee recognition and orientation programs.
- Managed management training programs, including harassment, best managerial practices, basic management, etc.
- Developed and created an employee retention program and worked internationally with offices in Germany and China to implement employee recognition programs.

Additional Activities

Author: “[The HR Blueprint – A Guide to Human Resources](#)”

Board Member, Less Leg More Heart
December 2021 – Present

Education

Information Technology/Information Systems (MS)
Southern New Hampshire University
Mar 2016 – May 2019

Marketing (BS)
University of Phoenix
Aug 2003 – Feb 2007

Human Resources Management (MBA)
University of Phoenix
Sep 2007 – May 2009

Business Administration/Management (BS)
University of Phoenix
Aug 2003 – Feb 2007

Skills

Analytical, Benefits Administration, Collaborative, Compensation design, Effective communicator, Employee Relations, Employment law, Federal contracting (DoD, Ed, EPA), HR Technology (ADP, Workday, Bamboo, Deltek, Ceridian, PeopleSoft), International experience (Canada, UK, UAE, China, India, Germany), Multi-state, Organizational development, Payroll, Policy creation, Problem solver, Strategic business partner, Strong mentor/leader, Talent Acquisition

Industry Experience

Biotech
Call Center
Construction
Financial
Federal Contracting
Healthcare
Legal
Non-Profit
Public Relations
Retail
Software Development
State Government

I'm pleased to share details about my progressive career journey in HR leadership.

Vice President of Human Resources, F.H. Cann & Associates:

- Supported 1,200 employees across all 50 states
- Managed 20 direct reports spanning multiple functions: 10 HR professionals, 3 facilities staff, 2 training & development specialists, and 5 administrative staff
- Oversaw an 11-person HR team within a hierarchical organizational structure

Senior HR Director, EnviroVantage:

- Supported 350 employees across 5 states
- Led team of 3 direct reports, including 2 HR professionals
- Successfully managed HR integration for 1 acquisition
- Operated within hierarchical organizational structure

Vice President of HR, LeapFrog Solutions:

- Supported 57 employees (55 FTE, 2 PTE) across 3 states
- Managed 5 direct reports, including 3 HR team members
- Implemented and maintained traditional organizational structure

Senior HR Manager, The Home Depot:

- Supported 1,200 employees within the 475,000-employee organization
- Led team of 3 HR professionals supporting operations across all 50 states
- Operated within hybrid structure combining geographic and functional divisions

Senior HR Manager, Merrill Corporation:

- Supported 500 employees within 5,600-employee organization
- Led 3 direct reports, overseeing HR team of 2 professionals
- Supported operations across 20 states within geographic and functional divisions structure

HR Business Partner, Booz Allen Hamilton:

- Served as sole HR point of contact for Security and Defense lines supporting operations across all 50 states
- Supported 800 employees within 25,000-employee organization
- Operated within functional and division organizational structure

Senior Director of Human Resources, ABC Imaging:

- Supported 500 employees within a 1,200-employee global organization
- Led a team of 6 HR professionals supporting operations across 50 states and international locations (Canada, UK, Germany, China, UAE, and Japan)
- Successfully managed HR integration for 4 company acquisitions and mergers
- Operated within a traditional organizational structure

Senior HR Manager, Whatman Biotech:

- Supported 250 employees in a 12,000-employee organization, across 3 states plus international operations (Germany, and China)
- Led 2-person HR team supporting staff in US
- Operated within geographic and functional divisions structure

Throughout my career progression, I've demonstrated success in:

- Leading HR strategy and operations at various organizational scales (57 to 475,000 employees)
- Managing diverse teams up to 20 direct reports
- Supporting multiple organizational structures from traditional hierarchical to matrix models

- Handling international HR operations across multiple continents
- Successfully managing multiple merger and acquisition integrations