

JACKIE D. ROBINSON

314-225-5067 | jdrobinson@gmail.com | www.linkedin.com/in/jrobinson

SENIOR LEADERSHIP PROFILE

ALIGNING PEOPLE PRACTICES WITH STRATEGIC BUSINESS OBJECTIVES Broad Industry Experience – High-Growth & Turnaround Operations

- ▶ Highly **knowledgeable in core HR disciplines across diverse industries** and experienced in developing innovative, forward-thinking solutions and performance improvement initiatives that drive long-term business growth.
- ▶ History of **designing and implementing efficient HR processes**, systems and procedures that align organizations and foster equitable, inclusive work environments for employee life cycle.
- ▶ Skilled in **cultivating common vision, collaboration, and partnerships** among senior leaders, employees, and clients to develop win-win solutions and engage in broad scale change management initiatives.
- ▶ Expertise in **combining data-driven mindset (analytics, metrics) and emerging technology tools** to influence senior management, shape critical business decisions and improve talent recruitment, engagement, and retention.

KEY VALUE OFFERINGS

- Talent Acquisition, Selection, & Hiring
- People Policy, Process & Systems Redesign
- Operational Restructuring & Revitalization
- Diversity, Equity & Inclusion
- Mergers & Acquisition Integration
- Engagement, Retention & Employee Surveys
- Leadership Development, Training, & Coaching
- Change Management & Transformation
- Human Capital Data Analytics & HRIS
- Succession Planning & Talent Management

EXPERIENCE

Evergreen Bank & Trust, St. Louis, MO | 2020 to 2022 SVP, HUMAN RESOURCES

Directed people practice covering talent management, talent acquisition, learning and organizational design, compensation, HRIS, payroll and benefit strategies across multiple sites for rapidly growing company. Led innovative solutions that impacted culture expansion, employee trust, leader collaboration, people strategy and efficiencies.

- ▶ **M&A Integration:** Created best-in-class HR organizations, systems, processes, and practices as company experienced dramatic growth and expansion through acquisition; fully integrated employees from two banks within first 12 months.
 - Implemented standard “playbook” and change communications portal to facilitate seamless future integrations.
- ▶ **Employee Engagement:** Piloted the *Meet Enterprise* initiative that spurred leaders and their teams to share recent business successes; program was highly successful and fully adopted as part of new employee onboarding process.
- ▶ **DEI Strategies:** Sponsored and advocated several efforts including DEI Leadership Council, determined company’s plan for pay equity, expanded BRGs, launched culture and DEI surveys and formed focus groups to address critical issues.
- ▶ **Operational Changes:** Transitioned and expanded HR into strategic business partner by working closely with senior leaders to drive key business and performance improvement initiatives.
- ▶ **Employee Retention:** Instituted highly successful retention strategies that improved leader engagement and bolstered long-term team employee retention; formalized steps and strategies into standard retention toolkit for entire company.
- ▶ **Senior Leadership Involvement:** Served as member of Strategy Committee and liaison to the Compensation Committee of the Board of Directors.