

# ROBIN KANE

1018 S WILLIAMS ST, DENVER, CO 80209 [ROBINKANE7@GMAIL.COM](mailto:ROBINKANE7@GMAIL.COM)

303-601-0200

Dynamic, trusted human resources professional with broad strategic and operational expertise in regulated and diverse sectors: higher education, public sector, technology, manufacturing, hospitality. Known for leading others and delivering on success metrics through developing and implementing high-impact initiatives and managing complex processes and programs that improve organizational culture, attract and retain top talent and drive quantitative and qualitative results.

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|------------------------------------|--|
| Policy development and management  | Inclusion and diversity                |
| Data analysis and reporting        | Performance management                 |
| HR strategy and workforce planning | Investigations and conflict resolution |

## PROFESSIONAL EXPERIENCE

**American Blue Ribbon Holdings** Denver, CO 2011-2013 and 2016-2018  
*Multi-unit restaurant company, 10 states, 160 locations, 7,000 employees. Village Inn and Bakers Square restaurants. Reported to President. Led team of HR business partners, recruiters, training specialists and HRIS specialists.*

***Vice President, Human Resources and Training***

- Advised managers and supervisors on personnel matters that improved performance results and adhered to policy. Increased central office professional staff retention by 5% through EVP and culture improvement.
- Created first-ever LGBTQ advisory board for restaurant chain. Increased female participation rate in director-level positions by ~10%
- Introduced high-potential management development training curriculum that resulted in 25% increase in internal promotions from manager to director
- Revised performance management process and implemented engagement survey, leading to improved employee relations and engagement scores and reduced liability
- Designed and implemented quarterly scorecard that tracked key performance indicators for management results across 160 sites, using demographic, revenue and other factors

**Daniels College of Business, University of Denver** Denver, CO 2014 - 2016  
***Associate Clinical Professor and Director, Professional MBA Programs***

- Raised PMBA student enrollment by 25% in year 1 through structured curriculum changes and research-based program redesign, earning unanimous faculty approval
- Designed and led training for administrative and contract staff on conflict resolution, performance management, communication
- Wrote and presented at various conferences, including national PTMBA Conference (Baruch College, CCNY, 2015) on career development programs for MBA students

**hrQ, Inc.** Denver, CO 2013 - 2016  
*Human Resources consulting firm with national offices*

***Principal Human Resources Consultant***

- Completed short and long-term engagements with 20+ organizations on: change management, performance review design, leadership development, talent management, employee engagement, executive coaching, HR analytics, HRIS optimization, operational efficiency
- Assessed and synthesized data, wrote executive summaries and presented results to leaders
- Client sizes ranged from start-up to 10,000 employees; Industries included K-12, preschool, construction, technology, media, hospitality, manufacturing

**WhiteWave Foods (acquired by Danone NA)** Denver, CO 2005- 2011

*HR business partner for five executives (Sales, Marketing, Innovation, R&D, Europe) at global maker of Silk soymilk and Horizon Organic dairy products*

**Senior Human Resources Director**

- Streamlined HR shared services and operations, including applicant tracking, incentive programs, reporting and compliance. Managed 9-month project to integrate new acquisition, resulting in 100% retention of key talent
- Improved central HR function productivity and compliance across dispersed locations
- Received Performance Excellence Awards (2006 and 2010) for saving \$1 MM while scaling up new national sales organization

**Denver Public Schools** Denver, CO 2002- 2005

*Largest public-school district in Colorado, with 200 schools and 10,000 employees*

**Executive Director, Human Resources**

- Improved record retention and accuracy of 5000+ teacher certification files by selecting and implementing new HRIS system over 24 months
- Led district negotiations with multiple bargaining groups (certified and classified employee groups) on salary, benefits, work rules, resulting in forward-thinking partnership between administration and teachers and reduction in turnover
- Co-directed performance module design and implementation of Pro-Comp, nationally-recognized teacher pay-for-performance plan, with improvement in teacher accountability and rewards
- Remodeled teacher recruiting processes and onboarding experience, leading to hiring of 600+ teachers in five months during budget reductions

**Gateway Computers** Denver, CO 2000- 2002

*Reported to IT division, with responsibility for product development and information systems*

**Senior Human Resources and Community Services Manager**

- Co-led large-scale technical staffing plan that grew headcount by 25%
- Oversaw IT outsourcing initiative to major US technology partner, with significant cost savings
- Launched and coordinated innovative partnership with Red Rocks Community College that increased availability of trained tech workers for the Denver west metro area

**JD Edwards/Oracle** Denver, CO 1998- 2000

*Reported to vice presidents of US and Latin America sales organizations at global headquarters*

**Regional Human Resources Manager, US Central, Latin America, Canada, Mexico**

- Established new HR function for top performing US region with broad responsibility for recruiting, employee relations, performance tracking, and compensation administration
- Trained product teams on team management and leadership skills in US, Mexico and Canada. Managed HR staffing assignment in Brazil, resulting in improved people operations in high-volume sales market.

**Cherry Creek Schools** Englewood, CO 1994- 1998

*Top-performing public-school district in Colorado, with 4000 employees*

**Employment Services Manager**

- Redesigned substitute teacher office, leading to improved tracking and compliance with state and district regulations
- Designed and facilitated workshops on teams, communications, and supervision, resulting in significant reduction in employee relations issues

**The Gates Corporation**

Denver, CO and Gainesville, FL

1985-1993

*Global automotive and industrial manufacturer*

***Industrial Relations Manager and Organizational Development Specialist***

- Facilitated expatriate program across five continents, incorporating federal and international laws and regulations. Co-developed and kicked off new leadership development program in four European country offices, leading to higher business results
- Supervised hourly plant operations as IR Manager. Implemented innovative and effective OSHA compliance program that reduced plant emissions and improved health outcomes of workers
- Managed quarterly succession planning meeting and led corporate management trainee program for engineers that increased long-term talent pipeline in technical functions

## EDUCATION

University of Colorado, Denver, CO

MBA

University of Pennsylvania, Philadelphia, PA

MS, Adult Education

University of Pennsylvania, Philadelphia, PA

BA, French, magna cum laude

## LEADERSHIP, AWARDS, CERTIFICATES, LANGUAGES

**Boards**

- Board Member**, Program Chair, Rocky Mountain HR People+ Strategy, 2013 to present
- Officer/Past President**, University of Pennsylvania Alumni Club of Colorado, 2005 to present
- Board Advisor**, Colorado Ivy League + Women's Network (2012 to present); Founder, Colorado Ivy League + Student and Alumni Career Fair (2012-2015)
- Mentor**, Mile High SHRM, 2018 to present

**Awards**

- Mountain States Employers Council**- Recipient of two HR Best Practice Awards:
- Employer Brand Proposition at WhiteWave Foods (2008)
  - Employee Engagement Expertise at Gateway Computers (2001)
- HR Magazine***, national HR Best Practices Award (2000)
- Featured in national magazine on innovative and impactful human resources initiatives at The Gates Corporation, 'Manager Training Helped Company Digest Big Bite.'

**HRIS expertise:** Dayforce/Ceridian, SAP, JD Edwards, PeopleSoft, Lawson

**Certifications:**

SPHR  
SHRM- SCP  
Prosci Change Management  
Interest-Based Bargaining  
Mediation Skills  
Workplace investigations

**Languages:** Spanish, French