

MIRANDA SCHMIDT, MAOL

Phone: 913-957-9292

Miranda_Schmidt@icloud.com

Action-oriented **Human Resources Leader** with 19+ years leading HR management and serving as a key business partner & trusted advisor to multi-level leadership including c-suite executives. A proactive listener that identifies the best solutions to solve problems and minimize risk. Driven by empathy for people along with a tenacity for culture and a desire to elevate experience, engagement, and retention bringing teams together to feel valued by the organization.

KEY SKILLS: Human Resources Management | HR Strategy & Planning | Organizational Development | Corporate Culture | Diversity & Inclusion | Retention | Union & Labor Relations | Performance Management | Training | Coaching | HR Compliance | Employee Relations | Employee Experience | HRIS | Succession Planning | Compensation & Benefits | Executive HR Business Partnership | Talent Acquisition & Recruitment | Leadership & Mentoring | Project Management

EXPERIENCE

AMERICAN FAMILY/DF AGENCY | Overland Park, KS | July 2024 – Current | *Personal lines insurance agency.*
Business Manager (Interim Role) - Provide advisory support to business during transitional period. Support IT & customer service as well as daily financial and business operations activities.

DAILY'S/DPM LLC | Merriam, KS | March 2023-July 2024 | *Mid-sized food processing & packaging company.*
Vice President of Human Resources- Head of Human Resources and company officer for joint venture, serving as core HR business partner to President and VP/Executive leadership team. Responsible for developing the HR function and leading a team of 20 (6 directs & 14 indirect reports) Provided strategic HR leadership for organizational development, talent acquisition, talent management, retention strategy, training & development, compensation & benefits analysis, budgeting, technology advancement, & culture initiatives for a diverse workforce of 1200+ in support of the c-suite executive team and general managers.

- **45%+ improvement in employee turnover** accomplished by initiating culture driven retention strategies.
- **Negotiated and managed** multiple newly implemented **CBA/labor contracts** across various locations.
- Bolstered **recruiting strategy, enhanced communication**, and centralized company recruitment efforts supporting an elevated candidate and onboarding experience.
- Restructured & managed HR budget. Lead HR monthly presentations and **quarterly review** updates to **company board of directors**.
- **Steered organizational design across company** including restructuring the HR function to better align HR to the business and organizational needs.
- Developed **future talent pipeline** processes and programs to engage different talent groups. Championed **succession planning programs** through intentional talent conversations, identification of strengths & weaknesses in managers and associates, formalized coaching IDP plans, and discussing promotion readiness.
- Instituted new compensation philosophy to balance market value job analysis and a **pay-for-performance** compensation & bonus plan design.

CARGILL INC | Olathe, KS | July 2016- March 2023 | *Global agricultural and commodities manufacturing company.*

Global Human Resources Leader - Led strategic initiatives and daily operations of the HR division including benefits, compensation, onboarding, recruiting, technology, labor and employee relations, HR consulting, L&D, technical training, retention and culture for a workforce of 3500+ FTE in multiple divisions and locations across the US. Led a team of 12 human resources managers responsible for delivery and execution of key HR strategies.

- Acted as a key leader in a complete **HR transformation**, enhancing hiring efficiency, streamlining workflows and centralizing key HR processes for 70,000+ employees nationwide. Led HR teams and location leadership teams through the transformation while leveraging new **AI technologies** and reinforcing new and different HR related practices and processes in support of enhanced service delivery model.
- **Negotiated and managed** multiple newly implemented collective bargaining agreements/**labor contracts** across various locations. Acted as lead for labor relations matters in assigned territory. Handled new contract ratifications, as well as interpreting and administering new and existing contracts. Developed grievance management system.

-
- Coached a cross-functional team of 100+ executives, directors, managers, and professional level employees in conception and execution of company **people operating plans** to solidify cultural standards & set clear expectations for goals and growth.
 - Acted as project manager for various Global HR initiatives. Provided thought leadership in recommending solutions that build on business and functional strategic drivers, while representing market-specific requirements and interfacing with COEs, demand planners and global enterprise/functional HR teams for effective resource planning and delivery.
 - Led several **MADJV** initiatives while ensuring service delivery was compliant with laws, regulations, and corporate policies within the market. Lead a cross functional team of HR and business representatives through multiple transitions of new and existing businesses to/from and between Cargill businesses entities.
 - Designed **compensation plans** utilizing market data for benchmarking.
 - **Organizational Design:** Implemented **Strategic workforce planning** to support aggressive business growth plans enabling the strategic direction of the NA business. **Contributed to corporate reorganization** by devising the reporting structure & advising executive leadership on employee roles for each team.

PHILADELPHIA INSURANCE COMPANIES | Leawood, KS | May 2012-July 2016 | Niche P&C insurance company.

HR Business Partner - Acted as regional HR leader and member of territory sr. leadership team. Responsible for HR operational & strategic partnership activities in Midwest Territory. Worked with 16 field office and remote locations, supporting 15 executive officers, 35 managers and over 1000 employees. Acted as key HR Partner for business leaders at both mid and senior levels to influence the design and execution of the business strategy by providing consultative support and leadership.

- Developed & implemented **companywide succession planning** process to enhance strategic workforce planning and career development for employees. Developed sr. executive and officer level talent programs. Led next generation talent programs nationwide, including new college hire strategy, new employee assimilation and generational workforce trainings.

WRDH Hospitality | Kansas City, MO | April 2010-May 2012 | Mid-sized hospitality & resort management company.

Human Resources Director - Led HR team and held responsibility for 3 other HR teams in 3 geographically disbursed locations. Responsible for all HR operational activities supporting 5 executives, 20+ managers and 300+ onsite employees. Advised Sr. leaders and the ownership group on all HR activities during acquisition efforts, including site closures, development of HR best practices, vendor management and lead partner on all people related impacts. Negotiated and acted as the lead partner to brokers and ownership on employee benefits and conducted RFP for all lines of coverage. Executed RFP and implemented new HRIS systems.

Target Corporation | Shawnee, KS | August 2008-April 2010 | Major US retailer.

Human Resources Executive Leader - Led HR team members, responsible for people practices supporting 25 managers and over 250 employees. Acted as key member of the leadership team and partnered on workforce planning, employee relations investigations and talent development initiatives. Led new location openings in all aspects of HR. Ensured company HR best practices and programs were consistently utilized and implemented.

Knight Transportation | Kansas City, KS | May 2007-August 2008 | Mid-sized transportation and logistics company.

Director of Development & Recruiting - Led HR team, responsible for people practices supporting 15 managers and over 175 employees. Managed all **HR Operational** activities and delivery including but not limited to, recruitment, training programs, onboarding/off boarding, performance management, employment practices, safety and compliance management and regulatory reporting.

DART & Hummatal Staffing | KS & IL | 2006 – 2007 | Non-Profit & 3rd party recruiting firms.

Campus Recruiter - Responsible for on campus recruitment efforts for new college graduates for assigned client groups.

EDUCATION

BAKER UNIVERSITY - **Master of Arts, Organizational Leadership & Human Resources**

UNIVERSITY OF KANSAS- **Bachelor of General Studies, Communications and Sociology**

Certified Professional in Human Resources (PHR) 2011

Society for Human Resource Management - Certified Professional (SHRM-CP) 2015