

Ginnie Weckerly, SPHR

Rockford, IL 61103

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SUMMARY

Experienced leader with strong skills in human resources, employment law, organization, problem solving, and strategic planning. Demonstrated ability to successfully apply skills to diverse situations and lead others. Reputation for integrity, high energy, and innovation. Always gets the job done in a results oriented environment. Proficient in Microsoft Office Suite.

PROFESSIONAL WORK EXPERIENCE

Human Resource Director

Goodwill Industries of Northern Illinois, Rockford, IL, February 2011 – present

Not-for-profit agency supporting the mission of enhancing the lives of people with barriers

- Responsible for the first Human Resource Department in the agency's 75-year history; centralized all HR functions while ensuring compliance with federal and state employment laws, rules and regulations
- Supports an environment that encourages trust, open communication, and confidentiality
- Leads Human Resource staff which includes human resources, learning & development, and risk management
- Counsels, assists and makes recommendations to leadership, supervisors and employees in matters regarding performance management, disciplinary issues, conflict resolution, complaints, terminations, staffing proposals, motivation, and leadership
- Oversees HR and safety compliance, employee recognition/engagement activities, total compensation strategies, policy development, learning and development goals, and diversity, equity and inclusion initiatives
- Serves on the leadership team helping set organizational direction and drive results
- Liaison to board of trustee committee overseeing human resource strategies

Human Resource Director

Staff Management at Rockford College, Rockford, IL, November 2006 – February 2011

Human Resource outsourcing firm placed fulltime at not-for-profit, Liberal Arts College

- Supported an environment that encourages trust, open communication and confidentiality
- Counseled, assisted and made recommendations to leadership, supervisors and employees in matters regarding performance management, disciplinary issues, conflict resolution, complaints, terminations, staffing proposals, motivation, and leadership
- Provided resource information to leadership regarding internal and external compensation and benefit studies
- Recommended, implemented, and interpreted new and revised College policies and procedures
- Ensured compliance with federal and state employment laws, rules and regulations
- Coordinated staff searches and ensures compliance with applicable employment laws
- Recommended and managed benefits and insurances provided by the College. Interprets benefit and leave policies, administers special leave requests and accommodations with employees and supervisors
- Oversaw committee that promotes employee recognition and appreciation events
- Developed and implemented training programs to meet strategic goals
- Liaison to board of trustee committee overseeing human resource strategies

Manpower, Rockford, IL, June 1994 – August 2006

Franchise operation of a global staffing and human resource solution organization.

Floating Staffing Specialist, 1994 – 1995, Branch Manager, 1995 – 1996 District Manager – 1996 – 2006

- Selected, trained, evaluated and developed succession plans for eight - fifteen staff members
- Oversaw the successful placement of hundreds of contract associates while ensuring compliance with all hiring practices
- Recruited for key positions and maintain strategic relationships with Fortune 500 clients
- Resolved issues related to human resource laws and regulations including workers' compensation, unemployment, harassment and compensation
- Prepared and presented targeted recruitment plans and staffing solutions with measurable results via presentations and proposals to top prospects and clients
- Managed the daily operations, budget, and personnel of three staffing offices
- Used business acumen through operational streamlining, introduction of new service lines, changes in technology, business model changes, and financial restructuring
- Represented organization with the media and community
- Coordinated re-branding efforts through staff development and community/client education

TEACHING EXPERIENCE

Northern Illinois Center of Nonprofit Excellence, Rockford, IL, 2017 – present

- Design and teach "Human Resource Management" for Certificate in Nonprofit Management Series

Rockford University, Rockford, IL

- Teach "Readings in Management" course, fall 2010 – spring 2011
- Design and teach "Human Resource Management" course, spring 2011 – 2016
- Design and teach "Recruiting & Selection" course, spring 2014 – 2016

COMMUNITY AFFILIATIONS

- **YWCA Women in Leadership Mentorship Award** – 2022
- **Transform Rockford Volunteer** – 2015 – 2019
- **Alignment Rockford Volunteer** (Auburn High School BAMIT) – 2013 – 2015
- **Money Smart Week Volunteer** – 2008 – 2013
- **Careers Etc. Volunteer** – 2008 – 2011
- **United Way Volunteer** – 2010, 1998 – 2000, 2004 (Allocations Committee and Administrative Review), 2006 (Prevention Impact Council)
- **Alzheimer's Association Volunteer** – 2004 – 2006
- **Junior Achievement Volunteer** – Spring 2002, 2005
- **Rockford Dance Company Board of Directors** – 2000 – 2003
- **Rockford Area Society for Human Resource Management Board of Directors** – 1996 – 2002 (2001 President, 1997 Volunteer of the Year)
- **Chamber of Commerce Community Awareness Program** – 1996 Graduate

EDUCATION & CERTIFICATION

- Cardinal Stritch University, Beloit, WI, August 2005, Master of Science in Management
- Illinois State University, Normal, IL, May 1994, Bachelor of Science, Public Relations
- SPHR Certification, June 2008, Recertified June 2011
- Goodwill Industries International Senior Leader Certification, April 2015