**gregory lynn nance**

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**HUMAN RESOURCES INNOVATION ♦ DIVERSITY & INCLUSION ♦** **TALENT ACQUISITION**

**SENIOR LEADER AND BUSINESS PARTNER** with 20+ years of expertise in driving organizational success through strategic people and culture initiatives. Proven track record of transforming HR into a high-ROI driver of business growth, fostering synergies across all levels, and creating a world-class working environment with strong talent development and retention strategies.

Diversity & Inclusion • Organizational Development & Training • Talent Acquisition/Management • Leadership Development • Business Strategy • Program Management • Change Management • Culture Change • Employee Engagement • Succession Planning • Workforce Planning • Performance Improvement • HRIS Implementation/Management • Mergers & Acquisitions • Communications • Start-Up & Implementation • Conflict Resolution/Mediation • Total Rewards • Labor Relations & Mediation • Collective Bargaining

**KEY ACCOMPLISHMENTS**

Supported approximately 3,000 UNITE HERE union employees across Washington DC, St. Louis, and Boston, collaborating with union representatives to address labor-related issues, negotiate bargaining agreements, and ensure compliance with union regulations.

Directed and executed digital transformation initiatives within HR, including the integration of HRIS systems, Talent Acquisition, and optimization of benefits and compensation structures for enhanced efficiency and scalability.

Developed comprehensive Diversity, Equity, and Inclusion (DEI) strategies, fostering an inclusive workplace, and promoting equity across diverse teams.

Restructured Talent Acquisition and Succession Planning process, resulting in reduced time-to-fill for key roles and strengthened diversity and inclusion initiatives within the organization.

Led successful Mergers & Acquisitions initiatives within the hospitality industry, managing due diligence, financial analysis, and integration planning. Excelled in merging company cultures to ensure alignment, resulting in improved employee engagement, retention, and operational efficiency.

Designed innovative training programs in Food Production Management, Talent Management, and Financial Analytics, resulting in increased revenues, reductions in product and labor costs, and improved customer satisfaction across 30 locations in Puerto Rico.

Developed Global Employee Value Proposition centered on Talent Acquisition, and DEI, transforming company culture for 45,000+ employees while driving brand enthusiasm and operational improvements.Top of Form

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**PROFESSIONAL EXPERIENCE**

**PLAYWORKS,** Atlanta, GA **6/2024 - present**

**Head of People**

*Lead Human Resources (People) for US based organization with 330 employees in 14 states supporting recess programs in 2,000+ elementary schools for 2 million+ kids.*

* Lead a high-performing HR team of 7, providing mentorship, guidance, and support to ensure departmental goals align with the organization’s broader mission and values.
* Collaborating with senior leadership to design and execute a comprehensive three-pillar strategy, aligning HR initiatives with organizational goals for 2028, ensuring long-term growth and sustainability.
* Lead Equity Team to integrate DEI principles into all HR processes and organizational initiatives, driving inclusive practices across recruitment, retention, and development.
* Partnering with field operations and cross-functional teams to redesign and implement a streamlined, engaging onboarding process that enhances the employee experience from day one.
* Overhauling the performance management system to ensure consistent, fair, and transparent evaluations, fostering employee growth and alignment with organizational objectives.
* Spearheading the selection and implementation of a new Human Resources Information System (HRIS), driving operational efficiency, improving data accessibility, and enhancing user experience for all stakeholders.

**US RESTAURANT ALLIANCE,** Atlanta, GA **12/2021 – 5/2024**

**Chief People Officer**

*Led start-up pre-launch people strategies for organization that supports independent restaurants in competitive markets.*

* Collaborated with C-Suite to conceptualize and nurture mission, values, and strategic growth objectives.
* Formulated strategic roadmap for the implementation of Talent Acquisition & Retention processes to better optimize recruitment efforts and bolster staff retention rates.
* Established comprehensive HRIS system in collaboration with a national PEO, to enhance data management efficiency and accuracy across the organization.
* Engineered Benefits and Compensation framework, incorporating strategic elements to facilitate rapid scalability in alignment with organizational goals.
* Crafted robust HR policies, ensuring compliance with state and federal regulations, while promoting alignment with company culture and values.

**SAGE SOFTWARE,** Atlanta, GA **6/2022 – 10/2023**

**Director – DEI Strategy North America**

*Led DEI for North America’s 3,500+ employees in collaboration with London-based global partners.*

* Designed and implemented comprehensive and innovative DEI strategy for North America with an emphasis on gender equity and inclusion and belonging.
* Fostered collaborative partnership with Talent Acquisition to enhance diverse hiring practices in North America, resulting in significant improvements in workforce diversity and inclusion initiatives.
* Achieved a 12% increase in participation in North America’s nine Colleague Success Networks (BRG’s), and implemented two new networks, “Ability” and “Faith”.
* Exceeded North America Employee Self Identification Global Program objectives by 6% while achieving a 16% baseline increase via robust communications and education.
* Introduced DEI Speaker Series in North America with a global reach, securing world renowned and award-winning DEI specialist and experts based on employee engagement requests.
* Created Global LGBTQ+ Strategy resulting in improved workplace safety, Health & Wellbeing, and Advocacy.

**B2E SOLUTIONS INC.,** Atlanta, GA **3/2019 – 6/2022**

**Head of Human Resources**

*Acted as Head of Human Resources in partnership with executive leadership across the US for 3,500+ employees.*

* Led Human Resources at French-based STACI-Americas Flex-Made Logistics, establishing the HR function for first US site in Jersey City, NJ, overseeing HRIS integration, Talent Acquisition, policy development, and crafting the US Code of Ethics and Compliance Processes.
* Collaborated with CEO, COO, and Regional Directors at Charter Senior Living, LLC, across 20 Midwest and Southeast locations, resulting in successful implementation of innovative assessment tools, and implementation of enhanced HR policies and state/federal compliance.
* Served as Head of Human Resources in partnership with company founder for RSL Management Group, owner of 3 senior living communities located in Oxford, Greenville and Southaven, Mississippi
* Acted as Head of Human Resources at It’s Never 2 Late (IN2L). Partnered with leadership team to better assist seniors around utilizing and understanding modern technology.
* Served as sole point of contact for ALLINTUS HR helpline (now B2E Solutions Inc.) supporting over 150 brokers and small businesses across the United States.

**AUTOMATIC DATA PROCESSING, (ADP),** Atlanta, GA **1/2016 –10/2018**

**Director – HRBP, Global Enterprise Solutions**

*Led HR in National Account Services for 5000+ employees in 7 states across the US.*

* Selected as Area Director to implement ADP Pride’s Business Resource Group (BRG). Developed Leadership Board and successfully built company’s third largest Pride Group with over 160 members.
* Certified in “StandOut” facilitator, developed by The Marcus Buckingham Company (An ADP affiliate).
* Developed strategy to improve, lead and foster communication and partnership between ADP’s Business Resources groups, resulting in higher level of collaboration, consistency, influence, and engagement.
* Awarded ADP’s #WinAsOne BRG Excellence Award for innovative and visionary efforts to collaborate with BRG’s and external partners.
* Partnered with Transformation Journeys Worldwide Inc., and ADP’s Diversity & Inclusion to develop diversity training with a transgender focus.
* Led and organized effort, in partnership with ADP Foundation and key business leaders, to secure $10,000 first ever corporate sponsorship to support Atlanta Aids Walk.

**BANFIELD PET HOSPITAL, (Division of Mars Inc.),** Atlanta, GA **7/2013 – 2/2015** **Regional Director of Human Resources – Southeast**

*Oversaw 110 pet hospitals with 6,000+ employees in 8 states and Puerto Rico.*

* Re-aligned recruiting process with Staffing, achieving company’s highest Chief of Staff hire rate at 65%.
* Served as HR liaison between Talent and Learning Center of Excellence and Field Operations Business Leaders to build visionary and innovative internal strategic partnerships and ensure all programs encompass field input and alignment with Mars signature processes.
* Promoted and marketed benefits of Gallup Q12 survey resulting in highest associate participation rate in the company. Southeast regional process utilized company-wide to increase overall participation.
* Partnered with business leaders and corporate rewards to re-design and market new Puerto Rico benefits program, resulting in 30% increase in participation and morale.

## RELATED Experience

**LEVY RESTAURANTS,** **(Division of Compass Group),** Atlanta, GA **11/2011 – 7/2013**

Regional Human Resources Director

**Ryder Logistics & Transportation,** ­Atlanta, GA **6/2008 – 4/2011**

*Regional Human Resources Director – Southeast & Northeast*

**Delta Air Lines, Inc., OFFICE of DIVERSITY,** Atlanta, GA **6/2006 – 1/2008**

*General Manager – Talent Retention*

**ARAMARK Services, Inc.,** Atlanta, GA **3/1998 – 6/2006**

*Regional Director of Human Resources – Southeast*

**EDUCATION**

**BS, Business Administration, ­** University of Nevada -­ Las Vegas, NV

**PROFESSIONAL AFFILIATIONS**

Member, Atlanta Human Resources Association, 1994 – present

Member, National Association of African Americans in Human Resources, 2016 – Present

Member, Society of Human Resources Management (SHRM), 1994 – present

Founding Member, HackingHR Atlanta – A global community impacting the future of work, 2019 – 2022

Volunteer, Atlanta Humane Society, 2015 – 2021

Peer Coach, Belong – A non-profit organization to help connect the LGBTQ community, 2017 – 2020

Member, Kennesaw State University EMBA Advisory Board, 2017 – 2020

Volunteer, Georgia Aquarium, 2013 – 2016

Wish Granter, Make-A-Wish Foundation, Atlanta and North Georgia Chapter, 1994 – 1996