

Charity J. Hughes, Ph.D., SHRM-SCP, PCC

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STRATEGIC LEADER & EXECUTIVE COACH

Diplomatic, strategic, and results-oriented leader with extensive experience in human resources, organizational development, change management, and employee engagement within global, national and regional organizations.

SKILLS SUMMARY

- Strategy Planning & Execution
- Job Architecture & Compensation
- Leadership Development
- Diversity & Inclusion
- Change Management
- Career Planning/Development
- Executive Coaching
- Mergers/Acquisitions
- Talent Selection

PROFESSIONAL HIGHLIGHTS/ACCOMPLISHMENTS

- Transformed internal human resources team into an externally client-facing revenue generating center
- Led sales transformation initiative to expand customer base, strengthen market position, introduce direct-to-consumer business, and elevate internal talent capability
- Diversity, equity and inclusion champion helping organizations create comprehensive and sustainable change
- Experienced M&A leader with expertise from due diligence to integration for various sized acquisitions including a \$6B global organization
- Led teams >40 HR professionals in delivering organizational value across all functions and lines of business across North American locations
- Facilitated change management, training, and communication efforts for SAP implementation of a global system template for factory planning and FICO functions within project timeline and on budget
- Led professional association board taking the organization's financial position from a \$10K deficit to \$20K surplus in two years

CAREER EXPERIENCE

Senior Vice President, Human Resources – Sellers Dorsey & Associates, LLC

Jan. 2023 – Present

Lead the firm's efforts in recruiting, developing, and retaining extraordinary people to accomplish the organization's vision and mission. Responsible for developing and executing a human resource strategy in support of the overall business plan and strategic direction of the organization, specifically in the areas of compensation, career development, succession planning, change management, organizational and performance management, learning and development and compensation.

President & CEO – Pathfinder Leadership Group

Jan. 2017 - Present

Empower and enable leaders to realize their full potential by providing goal-focused, individual career and personal development coaching. Services include enterprise-wide leadership coaching programs and HR consulting services focused on leadership development, strategic HR planning, succession planning, employee training, team dynamics and change management.

Chief Talent Officer – Mastery Charter Schools

Sept. 2020 – Dec. 2022

Created and executed a model district talent system to drive the Mastery mission aligned to the organization's values. Worked closely with the CEO and executive team to nurture a healthy, inclusive organizational culture in support of long-term staff retention through systems, training, and personal leadership. Served as a business and thought partner to central office staff and school leaders in managing employee relations consistent with Mastery's mission and values. Closely partnered with the central office, academic and schools teams to ensure school leaders are identified, developed and prepared.

Vice President Human Resources – Americas, VWR International

Sept. 2016 – Dec. 2017

Developed and led the HR strategy to drive business optimization and organizational performance improvements. Steered the HR business partner relationship to foster greater alignment and efficiency. Worked collaboratively with the executive team to introduce and implement human capital initiatives. Led efforts to fully integrate acquired organizations.

Vice President Human Resources – North America, SCA Americas

Apr. 2014 – Aug. 2016

Directed all HR strategic and operational functions in North America and aligned business unit HR needs with SCA Group (global) strategies to facilitate proper implementation and strong execution. Championed organizational culture, established policies and procedures and reinforced the behaviors needed to support the company's strategy, objectives, and activities. Supported both B2B and B2C hygiene multi-segment businesses. Translated business strategy into organizational objectives and capability requirements. Developed the HR strategic plan for North America and contributed to the overall business unit strategic plan to reduce costs and increase profitability.

Human Resources Director, U.S. & Canada – SCA Americas**Apr. 2011 – Mar. 2014**

Aligned HR initiatives with the business objectives throughout North America's various business units. Served as a consultant to management on human resources related issues. Acted as a change agent, continuously looking for ways to improve the business. Introduced performance management process and platform that was adopted globally. Communicated needs proactively with executive management and global colleagues to develop integrated solutions. Formulated partnerships across the HR function to deliver value-added service to management and employees that reflected the business objectives. Maintained an effective level of business literacy about the Company's financial position, short and long-term plans, its culture and its competition.

Director, Human Resources & Organizational Development, SCA Tissue North America**Sept. 2010 – Apr. 2011**

Partnered with the business to identify individual, group and organizational development needs, as well as defined, developed, implemented, and evaluated strategies and programs to improve leadership, employee and organizational performance.

Organizational Change Manager, SCA Tissue North America

2007-2010

Human Resources Consultant, Nationwide Financial

2004-2007

Manager, Professional Development for UPHS, First Consulting Group

2002-2003

Trainer/Quality Analyst, University of Pennsylvania Health System (UPHS)

2001-2002

Previous benefit and training roles with Independence Blue Cross

1997-2000

EDUCATION, CERTIFICATIONS, PROFESSIONAL ASSOCIATIONS, PUBLICATIONS**DOCTOR OF PHILOSOPHY IN ORGANIZATION & MANAGEMENT, HRM SPECIALIZATION**

Capella University, Minneapolis, MN

MASTER OF SCIENCE IN TRAINING AND ORGANIZATIONAL DEVELOPMENT

Saint Joseph's University, Philadelphia, PA

BACHELOR OF ARTS IN SPEECH COMMUNICATIONS, Business Minor

Pennsylvania State University, University Park, PA

TEACHING EXPERIENCE

Jack Welch Management Institute, JWI 520, People Management

Temple University, HRM 3501 Power, Influence and Negotiation

Temple University, HRM 5212 Leading High-Performance Teams

Temple University, HRM 1101 Leadership and Organizational Management

Drexel University, HRM 323 Principles of Human Resource Administration

University of Phoenix, MBA 520 Transformational Leadership

University of Phoenix, MBA 530 Human Capital Development

CERTIFICATIONS

- Intercultural Development Inventory (IDI) Qualified Administrator
- Professional Certified Coach (PCC), International Coaching Federation
- Senior Professional in Human Resources (SPHR), Human Resources Certification Institute
- Myers Briggs Type Indicator Certified Practitioner
- EQ-I 2.0 / EQ 360 Certified (Emotional Intelligence)
- Certified Everything DiSC Workplace® Facilitator

COMMUNITY SERVICE & PROFESSIONAL ASSOCIATIONS**PENNSYLVANIA PRISON SOCIETY**

Board of Directors, 2024 - Present

GRADUATE! PHILADELPHIA

Board Chair, 2017

Board of Directors, 2016 – 2018

WOMEN'S WAY

Board of Directors, 2015 – 2016 **GRADUATE! PHILADELPHIA**

Board Chair, 2017

Board of Directors, 2016 – 2018

LEADERSHIP PHILADELPHIA

2013-2014 Core Class

SOCIETY FOR HUMAN RESOURCE MANAGEMENT – Philadelphia Chapter

President, 2015-2017

President Elect, 2013-2015

VP, Programming, 2011-2013

PSHRM HR Symposium, 2011-2013

Programming Chair – 2012

SOCIETY FOR HUMAN RESOURCE MANAGEMENT – National Organization

Organizational Development Expertise Panel, 2007-2011

PUBLISHED ARTICLES

To grow your company, put HR first. Philadelphia Business Journal at:

<https://www.bizjournals.com/philadelphia/blog/guest-comment/2015/03/if-you-really-want-to-grow-your-company-you-have.html>, March, 2015

Take these steps to lead effective change initiative. Organizational and Employee Development Update E-Newsletter available at: www.shrm.org, October, 2008

SPEAKING ENGAGEMENTS & MEDIA COVERAGE

2022: Thought Leadership Program - Inclusion in the Age of Isolation [Panel Discussion. Philadelphia Society of People and Strategy (April 27), Radnor, PA

2018: Leading under pressure: Using EQ to drive performance and ignite influence. SHRM Education Partners' Conference (April 24), Portland, Maine.

2017: Leading under pressure: Using EQ to drive performance and ignite influence. Philadelphia Society for Human Resource Management (March 29), Philadelphia, PA.

2015: Expert looks at signs of troubled employees in wake of Virginia tragedy. <https://6abc.com/post/expert-looks-at-signs-of-troubled-employees/958527/> ABC6 Action News (August 26), Philadelphia, PA

2014: Navigating HR Practices Across Global Markets [Panel Discussion]. Villanova University (March 25), Villanova, PA.

2012: The Modern-Day Job Search for Marketers [Panel Discussion]. Philadelphia American Marketing Association (October 22), King of Prussia, PA.

2012: PSHRM HR Career Development Series: Successfully Navigating Your Own HR Career [Presentation and Panel Discussion]. Philadelphia Society for Human Resource Management (May 3), Philadelphia, PA.

AWARDS AND RECOGNITION

2020 Nominee for the Delaware Valley HR Person of the Year

Delta Mu Delta International Honor Society, Xi Delta Chapter

2015 Most Powerful & Influential Woman Award, Pennsylvania Diversity Council

2012 Nominee for the Delaware Valley HR Person of the Year