

# CHRIS HADLEY, PHR

## HUMAN RESOURCES DIRECTOR

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Dynamic and results-driven Human Resources Director with 10+ years of experience leading strategic initiatives that align people strategy with business objectives. Proven success in transforming workplace culture, reducing turnover, and driving operational efficiency across diverse industries. Adept at leading large-scale organizational change, fostering talent development, and influencing executive decision-making at the C-suite level.

## SIGNATURE SKILLS & STRENGTHS

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Organizational Culture | Strategic Partnerships | Executive Leadership  
Recruitment | Onboarding | Change Management | Compliance | Event Planning  
Business Development | Training & Development | Employee Engagement | Innovation

## PROFESSIONAL EXPERIENCE

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### Director of Human Resources & Development

Nov 2021 – June 2024

Choices in Community Living (CICL) | Dayton, OH

Strategically manage all aspects of HR operations and compliance for the 400-employee organization that provides services that enable people living with disabilities to thrive independently. Continuously implemented changes to help expedite the hiring and onboarding process. Responsible for maintaining a highly engaging culture, motivating employees, and fostering a rewarding environment with high levels of teamwork, accountability, and communication.

- Spearheaded an ICHRA to replace the existing group insurance plan that has created an annual \$400,000+ savings with an increase of over 50% more employees enrolled.
- Process all BWC, JFS, and Unemployment claims, EEO-1, and other employment requests/reports.
- Boosted culture and employee recognition efforts and acquired grants for marketing and mental health/wellness that led to a 30%+ decrease in turnover
- Connected employees with various trainings and networking opportunities through the Dayton and Beavercreek Chambers, LinkedIn, Sinclair Community College, and other leadership training organizations
- Manage organization-wide HR projects and initiatives aimed at innovation and operational optimization.

### Healthcare Recruiter

May 2021 – Oct 2021

Wise Medical Staffing | Dayton, OH

Sourced, recruited, and hired travel nurses and healthcare professionals to deliver healthcare and home healthcare services across a multi-state territory. Implement HR policies including performance management. Verified and maintained employee licensing and education files.

- Recruited and oversaw 60 healthcare professionals in only 5 months—developed and nurtured a robust recruitment pipeline by leveraging referrals and building the brand on social media.
- Streamlined onboarding paperwork, standardizing forms, and reducing time lost due to confusion.
- Transformed recruiting tracking report, unifying several disparate Excel files into a single Google Sheet, which is now accessible company-wide—eliminated discrepancies in data.

### Staffing and Scheduling Coordinator

Nov 2020 – April 2021

Heartland of Beavercreek (A ProMedica facility) | Beavercreek, OH

Reporting to the HR Director, scheduled, staffed, and supervised up to 50 nurses and aides for the long-term care and short-term rehabilitation facility that cares for 100+ residents. Upheld HR policies ensured adherence to HR and regulatory compliance. Sourced and recruited new direct hires and talent through staffing agencies and onboarded all new employees.

- Acted as liaison between employees and management, providing counsel and a safe space to address concerns.

- Adapted facility to accommodate COVID-19 protocol by opening 2 new COVID “wings,” implemented COVID safety programs, trained staff, and ensured adequate coverage compliant with staffing regulations.
- Contributed to the Employee Retention committee by developing ideas to improve retention and culture.
- Recommended change to performance management policies to bring greater consistency to how absences were treated during probationary period, and post-probationary period, to improve retention and reduce administration.

**Assistant General Manager****Sep 2019 – Aug 2020**

Fairfield Inn &amp; Suites by Marriott and Home2 Suites by Hilton | Dayton &amp; Beavercreek, OH

Worked closely with General Managers. At Fairfield Inn & Suites, identified cost-saving opportunities to keep the hotel operational during the pandemic. Ensured employees who had experienced layoffs or furloughs were kept informed of rehiring and vacancies. Departed Fairfield Inn & Suites due to pandemic-related layoff.

- Led up to 25 staff across housekeeping, front desk, and food & beverage, coordinating scheduling and training.
- Designated as hotel spokesperson at all external networking and industry events.
- Served on Home2 Suites by Hilton grand opening team leading to the first open weekend being sold out.

**Skilled Trades Recruiter****Apr 2019 – Sep 2019**

Commercial Trade Source | Cincinnati, OH

- Executed full-cycle recruiting for the construction staffing agency—recruited and supervised 50+ contractors.
- Leveraged connections from my time at Associated Builders and Contractors, growing client base.

**Front Desk Supervisor****Apr 2015 – Sep 2019**

Courtyard by Marriott &amp; Marriott at the University of Dayton | Dayton, OH

- Oversaw, onboarded and trained a team of up to 35 front desk and concierge staff—mentored associates with a few going on to earn promotions into leadership and sales positions.
- Shifted culture to prioritize personal connection with guests, leading to an increase in guest satisfaction.
- Served on the Associate Advisory Council which brainstormed ideas for collaboration and improvement—led to corporate culture change that embraced continuous recognition.

**Membership Services Coordinator****Mar 2017 – Dec 2018**

Ohio Valley Associated Builders and Contractors | Springboro, OH

Cultivated and maintained relationships with over 300 corporate members and 8,000 individual members, exceeding membership growth and retention targets and achieving the highest regional growth rate. Facilitated member experience from onboarding to ongoing support and service. Worked closely with the Membership Director to drive member recruitment. Planned, executed, and hosted conferences, events, and webinars. Engaged with strategic partners including HR and law professional services providers.

- Awarded the Charles A. Mullan Award in 2017 for highest membership growth.
- Strategically planned and executed bi-annual job fairs, attracting over 200 attendees and 25 company exhibitors per event, resulting in many successful hires and apprenticeship enrollees.
- Developed and hosted “HR & Legal Days,” bringing in HR experts and speakers to advise members on current and emerging construction-industry HR issues and trends.
- Spearheaded the development and launch of the Culture Committee, an HR mastermind group focused on succession planning strategies and solutions for member firms in the construction industry. This initiative resulted in a substantial improvement in employee retention within our member companies.

**Other Work Experience**

- Earned continuous promotions during a 10-year tenure at Marriott hotels (Guest Service Representative, Accounts Payable Specialist, Security Officer); 12-time recipient of the Spirit to Serve award.
- Served as Recruiter/Account Manager at Alto Health Care Staffing and Customer Care Associate at Woodhull.
- Software Proficiency: Paycor, Paycom, ADP, Ultipro, Avionte, Paychex.

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## COMMUNITY LEADERSHIP & INVOLVEMENT

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**Member, Youth Development Committee** | City of Beavercreek **Mar 2019 – Present**

**Board of Directors, Engagement Officer, Rotary** | Beavercreek chapter **September 2022 - Present**

**Board of Directors, Sergeant at Arms, Rotary** | Beavercreek chapter **July 2024 - Present**

**Podcast Interview, [Episode 247 – Jon & Paul Present the HR Marks](#)** | The HR Social Hour Half Hour Podcast

**Podcast Interview, [Journey to HR, Recruiting, Engaging Deskless Employees & Maternity/Paternity Benefits](#)** | All About HR Podcast

**Podcast Interview, [Episode 178 – Jon & Wendy Talk to Chris Hadley](#)** | The HR Social Hour Half Hour Podcast

**Panelist, [Hiring Individuals with Criminal Convictions - Opportunities and Challenges](#)** | HR Unite

**Guest Speaker, Employee Experience & Culture** | #HROnTheHouse on Clubhouse

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## CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

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**Professional in Human Resources (PHR) Certification** | HR Certification Institute (HRCI) **Certified Since 2020**