

Neal S. Anderson, SPHR, SHRM-SCP

Lee's Summit, Missouri 64086

(816) 896-2287 | nader272003@yahoo.com | www.linkedin.com/in/neal-anderson-sphr-shrm-scp

DIRECTOR OF HUMAN RESOURCES

Director of Human Resources with experience in coordination of Human Resources service delivery, Compensation, Employee Relations and Succession Planning. Proven ability to lead and develop direct reports. Well versed in Human Resources concepts and strategies. Skilled in program development and implementation.

CAREER EXPERIENCE

TEVA PHARMACEUTICALS, INC., Overland Park, Kansas 4/2006 – 3/2018

Associate Director, Human Resources 4/2013 – 3/2018

Represented Human Resources on Market Access, Marketing, Field Nursing and Patient Services Leadership Teams. Coordinated Human Resource service delivery of corporate Centers of Excellence in Employee Relations, Compensation, Learning and Development and Talent Acquisition.

- Assisted Business Units and Human Resources team with integrating and globalizing human capital processes between the local Business Units, Teva USA and Teva Global following a series of large acquisitions.
- Guided Business Units through a global architecture redesign effort which included the identification, leveling and mapping of various career ladders and jobs.
- Lead Business Units through the implementation of a new HRIS system (Success Factors) which included various modules/features like performance management, salary planning, stock allocation planning and succession planning.

Senior Manager, Human Resources 10/2011 – 4/2013

Provided Human Resources support to Market Access, Marketing, Field Nursing, Patient Services and Call Center Teams. Provide effective HR consultation on employee relations issues including investigations, coaching and counseling, progressive discipline and problem solving.

- Worked with Patient Services Leadership to coordinate, build and launch a National Field Nursing Team which included over 115 employees and managers.
- Lead Business Units through the implementation of a global, electronic-based Performance Management System.

Manager, Human Resources 9/2009 – 10/2011

Served as Human Resources contact for Field Sales, Market Access and Patient Services.

Managed the compensation function and leave of absence process.

- Assisted Sales Leadership Team in the design and implementation of a five-level Sales Specialist Career Ladder, Sales Performance Management Process and Sales Promotion Process.
- Provided Achieve Global Leadership Training to Teva Animal Health Unit Leadership and Line Management.

Human Resources Consultant 4/2006 – 9/2009

Managed the compensation process including salary survey response, benchmarking, job evaluation, salary scale development, performance management, salary actions, promotions and incentive design. Calculated quarterly and annual bonus incentives.

- Managed the implementation and training on the launch of a US-based Lotus Notes Database Performance Management System which included the launch of a universal set of competencies.
- Achieved "Ready Now" designation from management assessment conducted by PCI Consultants, Inc.

HALLMARK CARDS, INC., Kansas City, Missouri 1/2000 – 4/2006
Human Resources Organizational Consultant, IT Division 9/2003 – 4/2006
Provided generalist support and coordination of Human Resources services for the Information Technology Division. Provided HR functional support and functional expertise for Oracle HRIS Implementation Team.

- Assisted Information Technology Division Leadership and Human Resources Leadership with strategic outsourcing initiative which included RFP review, due diligence and contract negotiations.
- Lead the design and implementation of user security access profiles and protocols for full Oracle HRIS implementation project.

Compensation Specialist, Hallmark Cards, Inc, Kanas City, MO 1/2000 – 9/2003
Researched and benchmarked with other companies regarding compensation practices, organizational design and severance planning. Completed salary surveys. Created and administered bonus incentive programs. Facilitated management training sessions for Store Managers, District Managers and Area Directors.

- Designed and implemented a geographic salary adjustment program for Hallmark's retail stores to address cost of labor variances across the United States and to reduce turnover.

ADDITIONAL RELEVANT CAREER EXPERIENCE

Bonus Administrator, Applebee's International, Inc., Overland Park, KS
Human Resources Generalist, Fortis Benefits (Sun Life Insurance Co), Kansas City, MO
Health Evidence Underwriter, Fortis Benefits (Sun Life Insurance Co), Kansas City, MO

EDUCATION

UNIVERSITY OF MISSOURI-COLUMBIA
Masters of Public Administration, Emphasis: Health Care Administration
Bachelor of Arts, Sociology

PROFESSIONAL CERTIFICATIONS AND TRAINING

SHRM-SCP
Senior Professional in Human Resources (SPHR)
Achieve Global, Certified Facilitator, Leadership Training (Delivery and Development Levels)
Contextual Leadership, Based on the book, 'Trade Up!,' by Rayona Sharpnack
Teva Accelerated Leadership Development I and II
Certified Facilitator - Seven Habits of Highly Effective People

AWARDS

- President's Club Award – Presented to top 10% of performers (2012)
- Special Achievement/Spot Awards for "above and beyond" contributions (2007, 2010, 2012, 2013)
- Annual Cornerstone Award – For outstanding service to Field Sales (2010, 2012)
- Recognition for Outstanding Contributions, Teva Central Area Sales Team (2009)

AFFILIATIONS AND ACTIVITIES

- Treasurer, Spirit Zone Cheer Booster Club (2014 – 2018)
- Boy Scout Committee Chairman Troop 253 (1999 – 2002)
- Boy Scout Cub Master Troop 253 (1998-2002)
- Member Blue Elk District Boy Scout Advancement Committee (1996-2002)
- Member, Heart of America Council Boy Scout Camping Committee (1998 – 2000)
- H. Roe Bartle Summer Camp Staff (1984-1995)