

# RUBY GIBSON

Human Resources Professional | Operational Efficiency | Client-Centric Solutions

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🌐 linkedin.com

## SUMMARY

With over 10 years of HR experience, I bring a wealth of knowledge in process improvement, HR systems, and strategic planning. My biggest career achievement includes leading an HR program overhaul that significantly enhanced employee satisfaction.

## EXPERIENCE

### Human Resources Specialist

#### PwC

📅 05/2019 - Present 📍 Liverpool, UK

- Directed a team to streamline onboarding procedures, reducing process time by 30% while ensuring compliance with legal standards.
- Implemented a cutting-edge employee engagement program that increased staff retention rates by 25% within a year.
- Led HR support for corporate restructure, successfully transitioning 150+ employees with a satisfaction rate of over 95%.
- Negotiated with benefit providers to enhance employee packages, improving overall worker satisfaction by 20%.
- Managed complex HR projects concurrently, coordinating with multiple departments to ensure timely delivery.
- Pioneered an innovative training system for new hires that increased productivity by 35% within their first three months.

### HR Business Partner

#### Accenture

📅 01/2018 - 04/2019 📍 Manchester, UK

- Developed and executed a recruitment strategy to fill 100+ technology roles, achieving a hiring success rate of 90%.
- Formulated an analytics-driven approach to HR decision-making, resulting in a 15% improvement in workforce efficiency.
- Introduced a performance management system leading to a 10% increase in peak performance recognition.
- Coordinated the delivery of training initiatives for 500+ employees while reducing costs by 18%.
- Facilitated company-wide diversity initiatives that saw a 30% increase in underrepresented groups within the workforce.

### HR Coordinator

#### IBM

📅 08/2013 - 12/2015 📍 Leeds, UK

- Managed onboarding for 250+ new hires, enhancing the orientation experience and improving feedback scores by 40%.
- Optimized the employee appraisal process, resulting in a 50% increase in timely completions.
- Contributed to a voluntary turnover report that influenced the company's retention strategies - reducing turnover by 10%.
- Succession planning for key technical role transitions, securing critical talent succession with zero downtime.

## EDUCATION

### Associate Degree in Human Resource Management

#### Liverpool John Moores University

📅 01/2011 - 01/2013 📍 Liverpool, UK

## ACHIEVEMENTS



### HR Program Overhaul Success

Led an overhaul of the HR induction program, improving new employee satisfaction rates by 90% over 6 months.



### Employee Retention Award

Received company award for innovative engagement strategies resulting in a 25% improvement in employee retention.



### Cost-Saving Training Initiatives

Implemented cost-saving measures that reduced overall training budget by 18% while improving the quality of programs.



### Performance Management System Revamp

Revamped the performance management system, increasing recognitions for peak performance by 10% year-on-year.

## SKILLS

### Workday

### HR Systems

### Spreadsheet Analysis

### PowerPoint

### Word

### Excel

## COURSES

### Advanced Excel for HR Professionals

Intensive course focusing on complex data analysis and visualization for HR reporting, provided by LinkedIn Learning.

### Workday HCM Fundamentals

Certification in Workday's core human capital management functions, tailored for analysts, administered by Workday Inc.

## PASSIONS



### Strategic Human Resource Planning

Passionate about enhancing company structure through strategic HR planning and workforce development strategies.



### Cultural Enrichment through Travel

Enjoys exploring different cultures through travel, which enriches personal and professional perspectives on diversity and inclusion.

# Curriculum Guide In Human Resource Managementpersonnel

**Robert R. Redfield**



**Curriculum Guide In Human Resource Managementpersonnel:**

## **Curriculum Guide In Human Resource Managementpersonnel** Book Review: Unveiling the Power of Words

In a world driven by information and connectivity, the power of words has are more evident than ever. They have the capability to inspire, provoke, and ignite change. Such could be the essence of the book **Curriculum Guide In Human Resource Managementpersonnel**, a literary masterpiece that delves deep into the significance of words and their effect on our lives. Written by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we will explore the book is key themes, examine its writing style, and analyze its overall affect readers.

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everyone's ... Discussion Questions for Harrison Bergeron Discussion Questions for "Harrison Bergeron". How is the idea of equality different in 2081 than it is today? (1). Harrison Bergeron: Completely Equal Harrison Bergeron: Completely Equal. Answer the following questions as thoroughly as possible. 1. Describe the state of the U.S. society as described in the ... Harrison Bergeron Questions and Answers Harrison Bergeron Questions and Answers. How does Vonnegut employ ... What are two advantages if everyone were completely equal, like in "Harrison Bergeron"? Copy of Jaimie Li - Harrison Bergeron Completely Equal ... Harrison Bergeron: Completely Equal Directions: Answer the following questions as thoroughly as possible and in complete sentences. Harrison Bergeron Completely Equal Questions And ... Harrison Bergeron Completely Equal. Questions And Answers Pdf. INTRODUCTION Harrison Bergeron Completely Equal. Questions And Answers Pdf (Download Only) Harrison Bergeron Harrison Bergeron quiz for 7th grade students. Find other quizzes for English and more on Quizizz for free! "Harrison Bergeron" Review ... Harrison Bergeron" Review quiz for 8th grade ... Attempting to achieve complete equality will only result in widespread dissatisfaction and lack of creativity. 7.9K+ Free Templates for 'Pastor's anniversary' Create free pastor's anniversary flyers, posters, social media graphics and videos in minutes. Choose from 7990+ eye-catching templates to wow your ... Pastor Anniversary Program Template Word ... Pastor Anniversary Program Template, a Word Template and Publisher Template set - 8 pages, Print Size: 11x8.5 inches, bifold to 5.5x8.5 inches, is for church ... Copy of Pastor Anniversary - Pinterest Jun 23, 2019 — Create the perfect design by customizing easy to use templates in MINUTES! Easily convert your image designs into videos or vice versa! Pastoral Anniversary Program Church Program Template, DIY Church Anniversary Program Template, Sunday Service Program template for pastor preacher. (161). \$9.99. Pastor Anniversary Service Program Template Jan 2, 2014 — 16 Pastor Anniversary Service Program Template is for church pastor appreciation or anniversary events. Can also be used for funeral program, ... Pastor Anniversary Flyer Graphics, Designs & Templates Get 423 pastor anniversary flyer graphics, designs & templates on GraphicRiver such as Starlight Pastor Anniversary Flyer Template, Pastor Anniversary Flyer ... Pastor Anniversary Templates Download pastor anniversary program cover digital assets Pastor anniversary-program-cover. Explore 642,674 pastor anniversary program cover ... Church Anniversary Flyer Template. by XtremeFlyers in Templates ... Pastor Anniversary Program Word Publisher ... Pastor Anniversary Program Word Publisher Large Template - 4 pages, bi-fold to 8.5"x11", is for church pastor appreciation or anniversary events. Irs Form 6744 Answers - Fill Online, Printable, Fillable, Blank ... Form 6744 is an answer key for the IRS Volunteer Income Tax Assistance (VITA) program. It is used by volunteers to check their answers when preparing tax ... VITA/TCE Volunteer Assistor's Test/Retest Sep 25, 2023 — Volunteers who answer tax law questions, instruct tax law classes, prepare or correct tax returns, or conduct quality reviews of completed ... VITA/TCE Volunteer Assistor's Test/Retest Form 6744 - 2018 VITA/TCE Test. Table of Contents. Preface ... If you are entering your retest answers in Link & Learn Taxes, do not use this answer sheet . SOLUTION: Accounting Question I need the answers for the (2020 - Volunteer Income Tax

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