

CITY OF HIGH POINT

AGENDA ITEM



Title: Appointments – Human Relations Commission

From: Council Member Don Scarborough

Meeting Date: January 7, 2019

Public Hearing: N/A

Advertising Date /
Advertised By: N/A

Attachments: Bio

PURPOSE:

To confirm appointment to the Human Relations Commission.

BACKGROUND:

Council Member Scarborough is recommending the appointment of Kim Barker to the Human Relations Commission. This appointment will be effective immediately and will expire November 1, 2021.

BUDGET IMPACT:

N/A

RECOMMENDATION / ACTION REQUESTED:

Council is requested to confirm the appointment of Kim Barker to the Human Relations Commission.

Profile

Kim

First Name

Barker

Last Name

kimsbarker@live.com

Email Address

2006 La Vista Court

Street Address

2006 La Vista Court

Suite or Apt

High Point

City

NC

State

27265

Postal Code

What district do you live in? *☒ Within High Point Corporate Limits

Home: (336) 906-7469

Primary Phone

Home: (336) 454-0376

Alternate Phone

Lincoln Financial Group

Employer

Which Boards would you like to apply for?

Human Relations Commission: Submitted

6th

Ward you reside in?

Interests & Experiences

Please list any work, volunteer, and/or educational experience that you would like us to consider in the review of your application.

Throughout my life I have looked for and found opportunities to serve in both my church and community and feel passionately that each of us has a responsibility to help and serve one another. Over the past 4 years I've held a calling at church where I lead efforts to identify service opportunities for the 3500 church population (located in High Point and surrounding communities) of men, women, youth and children.

[KimSBarker_resume_Dec_2018.docx](#)

Upload a Resume

Have you participated in Leadership High Point?☐ Yes ☒ No

If yes, please list the year in which you participated in Leadership High Point:

KIM S. BARKER

kimsbarker@live.com
(336) 906-7469

2006 La Vista Court
High Point, NC 27265

SUMMARY: *Creative and passionate HR leader with over 15 years of experience successfully partnering with senior business leaders to create and implement global learning and development strategies to solve business challenges and improve employee engagement.*

AREAS OF EXPERTISE

Leadership: ♦ Change Management ♦ Business Partnering ♦ Employee Engagement ♦ Performance Management ♦ Managerial Courage ♦ Decision Making ♦ Personal and Team Development ♦ Coaching ♦ Communication ♦ Influencing ♦ Creative Problem Solving

Operational: ♦ Project/Program Management ♦ Strategic Planning ♦ Facilitation ♦ Curriculum Analysis and Development ♦ Strategy Evaluation ♦ Needs Analysis ♦ Customized Training Development ♦ Best Practice Development ♦ Vendor Management

Technical: ♦ Budget Planning ♦ Metrics ♦ Learning Management Systems ♦ Surveys ♦ Speak, Read and Write Spanish

EXPERIENCE

Lincoln Financial Group, Greensboro, NC June 2018 – present

Chief of Staff role responsible for the Office of Technology Management. This role includes strategy, communications, change management and training.

Independent Consultant, High Point, NC, April 2009 – June 2017

Partner with senior business leaders to develop and implement learning and change management strategies on enterprise-wide projects.

Select Accomplishments:

- Lead team of contractors and vendors in developing change management, training and communication strategy for enterprise-wide ERP program. Deliverables included 10 technical training courses, train-the-trainer materials, training logistics and a communications plan that included a creative road map and executive presentations for a financial institution
- Developed and implemented change management, training and communications strategy for an enterprise wide Oracle POS implementation for a large retail organization
- Developed and implemented an enterprise wide new hire training program that increased sales and decreased attrition in first 6 months
- Developed and implemented a talent acquisition strategy for a global business consulting services company. Trained recruiters in EMEA, Asia and North America

Nortel Networks, RTP, NC and Nashville, TN

Senior Consultant Employee Learning & Development, January 2005-March 2009

Lead global talent development for the 15,000 strong Global Operations organization. Partnered with senior executives and HR leaders to develop training strategies and implement and maintain learning curriculums in both functional and leadership areas. Managed 5 people in global locations.

Select Accomplishments:

- Partnered with the business to develop and implement a global rising talent development program that resulted in 100% retention and 80% “promotion ready” rate in a 2 year period

- Partnered with global HR subject matter experts to develop and implement first on-line new hire orientation program cutting new hired orientation costs by 50%
- Partnered with NC State to design and deliver a Global Operations Leadership development program, Executive Project Management Academy and Global Operations Career Academy for senior leaders
- Developed and implemented an on-line Manager Accreditation program that included a Global Manager website
- Developed and implemented Nortel's first on-line business/training needs analysis process
- Developed enterprise-wide training metrics to assess the effectiveness of Nortel's internal training operations. Metrics analysis and actions realized a 25% reduction in training overhead costs.
- Developed a Lean Manufacturing training program that was delivered to both internal employees and key partners resulting in over \$250,000 of savings to the business within the first six months.
- Partnered with a vendor and implemented an enterprise wide Six Sigma training strategy

Senior HR Business Partner to the Chief Information Officer, May 2001 – December 2004

Senior HR role providing strategic HR leadership for a global IT organization. Developed global workforce plans including succession plans, skills assessment, new grad hiring plans and job rotation/internal mobility plans. Managed employee relation cases and instituted ER mitigation measures in global locations. Coached IT Executives on effective leadership and management practices. Managed 5 people in global locations.

Select Accomplishments

- Developed internal training/mentoring program for IT leaders and rising stars
- Increased diversity of IT leadership team by 15% through targeted minority development programs
- Developed and implemented employee engagement programs; consistently received top corporate ratings in annual Employee Satisfaction Survey

HR Business Partner Information Services, December 1999 – April 2001

Senior HR role providing strategic HR leadership for 4,500 global Infrastructure organization. Managed 3 people in global locations.

Select Accomplishments

- Partnered with outsourcing vendor to develop and implement change management plans to successfully outsource 5,000 global IT employees
- Partnered with Compensation to redesign IT compensation market data guides including benchmarking and job profile creation. During high turnover era, initiative reduced external attrition from 18% - 9%.

Senior Manager Communications & Employee Satisfaction January 1997 – November 1999

Business Manager for the V.P. Global Employee Services, December 1995 - 1996

HR Manager, International Services North America, August 1991 – November 1995

EDUCATION

Masters of Arts, Humanities

Brigham Young University, Provo, Utah

Bachelors of Arts, Major - Design/Minor- Spanish

Brigham Young University, Provo, Utah

MISCELLANEOUS

- MBTI, DISC Qualified (also have experience facilitating other training assessment tools)

- Speak, read and write Spanish