

MEL ASBURY, SPHR, BCC

5022 Warm Springs Pointe

Greensboro, N.C. 27455

(919-633-0357)

Summary of Qualifications

International Human Resources Executive with comprehensive experience leading the Human Resources function in diverse industries and cultures. Skills include strategic planning, policy development, expatriate administration, succession planning, recruitment and retention, conflict resolution, change management, labor relations, talent management, executive development and compensation, and management coaching. Possess broad knowledge of Human Resources in union and non-union environments, domestic and international sites within midsize to Fortune 500 companies. Strong ability to develop HR initiatives in alignment with corporate strategic vision. Extensive experience with organizational design and project/matrix management. Demonstrated ability in implementing HR strategic plans that impact the corporate bottom line and that distinguish the organization as an "Employer of Choice". Excellent communication, presentation and leadership skills. Expertise with:

*Organizational Culture
Employee Development
Mergers & Acquisitions*

*Proactive Employee Relations
Change Management
TQM Initiatives*

*Public Affairs
Facilities management
Occupational Health*

Professional Experience

Asbury Consulting, LLC, Greensboro, NC

2007- Present

President

- Manages an HR consulting and training firm that specializes in leadership development workforce diversity, executive coaching, team building, and traditional HR issues. Also serves as a contract consultant for several global firms such as The Center for Creative Leadership, Korn Ferry International, and AlixPartners, LLC.

**Talecris Biotherapeutics Inc.
Research Triangle Park, NC**

2005-2006

Senior Vice President, Human Resources

- Managed the Human Resources function for a newly created spin off division of Bayer Pharmaceuticals that produces biological products for immune deficiencies. Products are sold globally and the company employee population totaled approximately two thousand with R&D, manufacturing, sales & marketing, and headquarters groups represented. Led the global HR separation activities from Bayer in the U.S., Canada, and Germany. Implemented a new HRIS system, HR policies, and heavy recruitment of headquarters staff to create a stand-alone company. Simultaneously, participated in the acquisition of forty-plasma collection centers from another company thereby

increasing the employee population to three thousand. Also helped the company achieve national recognition by making the **2007 “Companies That Care Honor Roll List”**.

SpectraSite Communications Inc.
Corporate Human Resources
Cary, N.C.

2000- 2005

Senior Vice President, Human Resources

- Managed the Human Resources function for a fast growing wireless communications company that builds and manages cell tower and roof top infrastructure sites for major phone carriers across North America, South America and Europe. Also, managed corporate risk management, safety, and nationwide facilities management for locations in approximately forty states. Developed both a domestic and international H.R. staffing strategy to provide cost effective H.R. services to managers and employees. Implemented new executive and staff compensation systems, new corporate-wide benefits program, HRIS systems, and first generation of management education courses. Facilitated the organization achieving **“Top Five” Best Employer status in North Carolina in 2005**.

Novant Health Inc.
Corporate Human Resources
Winston-Salem, N.C.

1996- 2000

Senior Vice President, Human Resources

- Managed the Human Resources function for a fully integrated regional health care company that owns and operates hospitals, HMO networks, physician practices, and long-term care nursing facilities. Direct reports coordinated company-wide H.R. activities involving compensation, benefits, recruitment, management development, workforce diversity, corporate training, and occupational health. Successfully coordinated the Human Resources aspects of a merger between two major healthcare systems. Implemented new corporate-wide benefits and compensation programs for staff, executives and physicians. Succeeded in getting the company national recognition in **“Working Mothers’ Magazine”**. Reorganized the Human Resources function to gain organizational efficiencies while also implementing new HRIS systems (i.e. Peoplesoft and Restrac) to improve the level of automation within the function.

Glaxo Wellcome Inc.
Corporate Human Resources
Research Triangle Park, N. C.

1993- 1996

Manager, Corporate H.R. Services

- Managed a headquarters staff that coordinated professional employment, summer internships, co-ops and scholarship programs. Also managed the coordination of corporate-wide advertising, agency hiring, contract temporaries, international and domestic relocation services, and employee

activities. Coordinated the staffing, selection, and reengineering activities related to the merger of two global pharmaceutical companies.

- Additional direct reports coordinated workforce diversity initiatives, and Affirmative Action Plans for all the North American Sales & Marketing, Manufacturing, and Headquarters operations. Responsible for developing and implementing a comprehensive corporate diversity strategy.

Additional Human Resources background includes progressive management experience with **ExxonMobil** at the plant, division, and corporate headquarters levels. Extensive HR generalist background dealing with international HR issues, labor/employee relations within union and non-union environments, functional strategic planning, corporate policy development, AAP/Diversity Initiatives, Six Sigma, expatriate administration, corporate recruitment, and competency development of HR professionals. Personal management style focuses on becoming a strategic business partner, cross-functional collaborator, and developer of the HR staff.

Education

M. S. Industrial Relations, Purdue University, West Lafayette, IN.
B. S. Bus. Admin., North Carolina Central University, Durham, N. C.

Awards & Affiliations

North Carolina Human Resources "Hall of Fame" Inductee
NC "Outstanding Human Resources Professional of the Year"
National Board of Directors, Society for Human Resource Management
Society for Human Resource Management- N.C. State Council
National Association of Stock Plan Professionals
American College of Healthcare Executives
National Association of Health Services Executives
American Society for Healthcare Human Resources Administration
World at Work- formerly American Compensation Association
Outstanding Graduate Instructor & Counselor - Purdue University
Adjunct Instructor- Southern University
Adjunct Faculty- Center for Creative Leadership & Korn/Ferry International
Executive Coach Certifications- CCL, UNC, and Korn/Ferry International
Board Certified Coach- Center for Credentialing & Education, Inc.

References available upon request