

BLAKE ANDREWS

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HUMAN RESOURCES MANAGEMENT PROFESSIONAL

Dynamic, innovative management professional with strong leadership and communication skills, seeking new challenges and developmental opportunities within field of HR. Derive genuine satisfaction in identifying and rewarding top performers, and developing future leaders. Successful track record of managing projects and teams while adhering to strict time and budget constraints.

*Leadership & Team Building • Staff Training & Development • Talent Management • Conflict Resolution
Operations Management • Strategy & Execution • Process Analysis • Project Management*

PROFESSIONAL EXPERIENCE

BULLSEYE – San Jose, CA

2007-Present

Domestic retailing company with 355,000 employees at over 1700 locations.

Senior Team Leader, Lead diverse team of 55 employees in daily store operations, enforcing high standards for store cleanliness, organization, and guest service. Perform staffing, training and development, scheduling, succession planning, and reporting functions. Interact with and serve as liaison between corporate executives, district senior managers, and store-level managers and team members.

Key Achievements:

- Consistently surpassed sales quotas by more than 10 percent, with annual store revenue totaling \$42M to \$70M.
 - Bolstered employee retention rates through implementation of 30-, 60-, and 90-day status meetings with new team members, and met regularly with store management to discuss new hire onboarding procedures.
 - Expanded store recognition program by soliciting and incorporating team member feedback on motivational rewards and incentives.
 - Increased store efficiency and cut overtime by enacting weekly communications and status updates, and encouraging team member appreciation.
 - Exceeded payroll goals by 4 percent through improvements to schedule writing process in HRIS, aligning schedule with weekly demand and guaranteeing scheduling-to-guest need percentage consistently reached 98.
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EDUCATION AND RELEVANT SKILLS

UNIVERSITY OF CALIFORNIA, SAN FRANCISCO – San Francisco, CA
M.A. Human Resource Management (Expected May 2012)

PEPPERDINE UNIVERSITY – Malibu, CA
B.A. Journalism and Mass Communications (2007)

- Certified Food Safety Manager
- Spanish Language (conversational)
- Computer Applications: MS Office (Word, Excel, PowerPoint, Outlook), HRIS