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**Human Resource Business Partners**  
**Partner/Owner/HR Consultant**

**August 2007 – Present**

- Providing coaching and consulting to clients in all aspects of Human Resources:
  - Leadership/Management Development
  - Performance Management
  - Progressive Discipline
  - Compliance Training
  - Coaching and Feedback

**ICON Estates Wines (CWUS), St. Helena, CA**  
**Human Resource Director/Business Partner**

**June 2004 – June 2007**

Business Partner to SVP of Production Operations. In conjunction with the Human Resource management team, direct the design and delivery of Human Resource solutions by partnering with all functions within Human Resources. Reporting directly to the SVP of Human Resources, accountable for delivery in the areas of Employee Relations, Staffing, Training and employee development, and organizational design.

- Provide strategic and tactical Human Resource consultation in alignment with corporate values to optimize departments, structure, process and culture, with the goal of achieving results.
- Provide consultation, advice and HR leadership to client group management team on employee relations issues.
- Partner with business leaders to ensure that HR strategies and programs are aligned with business goals and objectives.
- Partner with assigned client group in defining needs and objectives in areas such as compensation, employee relations, recruiting, change management, training and organizational development.
- Collaborate on content development and delivery of leadership-oriented and other training and development programs.
- Proactively recommend changes and innovative approaches to address management objectives.
- Manage/participate on HR projects as assigned.

**Guidant Corporation, Santa Clara, CA**  
**Human Resource Manager**

**July 1993 – June 2004**

Responsible for all aspects of Human Resources, as well as facilitating change, and building effective working relationships with employees, managers and suppliers of HR services in the Operations, Marketing, Sales and Finance organizations. Reporting directly to the SVP of Human Resources, managed a team of Human Resource professionals and administrative support

staff. Acted in Human Resource partner role to management and employee teams at multiple locations. Outcomes from major initiatives linked to the business strategy include:

- Reduction of turnover rate.
- Strategic HR leadership, mentoring and guidance to managers and employees at all levels of the organization.
- Lead HR due diligence on employee relations issues and implementation of progressive discipline program.
- Implemented processes to address compliance with hiring and terminations.
- Assessed the need for and delivered management/leadership development training.
- Assisted with succession planning and career development programs.
- Developed and delivered internal training programs to facilitate understanding of corporate policies, programs and management initiatives.
- Managed recruiting for hourly and salaried positions.
- Managed and conducted New Employee Orientation.
- Provided coaching and guidance to management team on employee relations issues.

**IBM Corporation, San Jose, CA**

**1980 – 1993**

- EOP/AAP Manager
- Administrative Support Manager
- Human Resource Representative
- Recruiter, College and PHD Programs

**Education**

University of Phoenix, San Jose, CA  
B.S. Business Management

**Business/Other Activities**

Membership Emmanuel Baptist Church  
Adult Bible Study teacher and mentor  
Chairman SWOT Leadership/change management committee for the church  
Founder/member of two investment clubs