

Lori Hamilton

Temecula, CA 92591

Executive Profile

Experienced Human Resources leader with demonstrated ability in developing strong business partner relationships and delivering on organizational objectives.

Skill Highlights

- HR strategy, initiatives, and programs
- Workforce planning, recruitment, and selection
- Management and employee development
- Employee Relations
- Excellent platform and trainings skills
- Performance management

Core Accomplishments

Employee Engagement:

- Recommended and influenced activities and behaviors resulting in decreased turnover and open positions, and an increase in employee participation with engagement survey
- Served on corporate committee to develop standardized new hire onboarding program

Operations Leadership:

- Introduced and implemented successful solutions to reduce overtime and contract labor
- Developed strategies to support fast and significant growth of hospital to ensure appropriate staffing

Employee Relations:

- Identified by corporate HR as a local resource for union avoidance training and education
- Pilot hospital for GME residents, resulting in HR responsibility for 170 residents and fellows; now serving as HR consultant to other UHS GME programs in the country

Professional Experience

Director-Human Resources
Temecula Valley Hospital-UHS

July 2015-Current
Temecula, CA

Serve as the HR executive on the CEO's Strategy Team, providing HR counsel and recommendations that align with organizational goals. Responsible for ensuring high-quality delivery of Human Resources services and processes to exempt and non-exempt personnel. Develop and implement programs and strategies to favorably impact key objectives such as employee recruitment and retention, staff engagement, and succession planning. Provide oversight and direction to the Human Resources team. Ensure all HR elements of hospital are compliant with regulatory bodies including The Joint Commission, CMS, and federal and state agencies.

Director-Talent Services
Loma Linda University Medical Center

September 2009-June 2015
Loma Linda, CA

Directed the Human Resources functions and services for three Adult Hospitals (5000 employees). Served the executive leadership teams as the point person for selection, compensation recommendations, employee relations, succession planning, performance management, and strategic HR initiatives. Ensured integration of the organization's core values with all people processes, including hiring, orientation, performance appraisals, and employee recognition. Collaborated with assigned leadership teams on driving employee engagement by developing and monitoring meaningful strategies.

Employee Relations Specialist
Loma Linda University Shared Services

March 2005-September 2009
Loma Linda, CA

Investigated and managed more than 400 cases and consultations annually. Partnered with managers, department heads, and senior leadership, in providing coaching and counseling on performance management, disciplinary action, separations, reorganizations/restructures, and policy interpretation. Facilitated and coordinated training on related topics.

Multi-Site Human Resources Manager
Macy's Department Stores

April 1994-March 2005
Southern CA Region

Managed HR functions for multiple store locations and served as a member of each store's executive team. Key accomplishments included opening the Temecula location (2002), improvements in employee vacancy and turnover rates, and being selected as a principal facilitator for Executive Development programs including Mentor Circles.

Education

Master of Arts: Management | University of Phoenix

Bachelor of Science: Business-Human Resources Emphasis | University of Phoenix

Professional Affiliations

- American Society for Healthcare Human Resources Administration (ASHHRA), Member
- Society for Human Resource Management (SHRM), Member

Volunteer Work

- Habitat for Humanity, Temecula, CA-Local Community Worker
- Santiago High School Dance Team Boosters, Corona, CA-Treasurer 2014-2017
- Temecula Valley Hospital Volunteer Foundation, Temecula, CA-Annual Golf Tournament
- Wil Alexander Lecture Series, Loma Linda University-Guest Lecturer