

# CHRISTIAN ALLEN FERNANDEZ

PHR, SHRM-CP, SSGB

Vernon Hills, IL

## PROFESSIONAL SUMMARY

A trusted and multifaceted Human Resources leader with extensive background in employee relations across the different segments of the business including Sales, Operations, Service Division, and Manufacturing. A strategic partner to leadership in implementing organizational development and change management initiatives. Dedicated to fostering positive employee relations, championing an open-door work environment, and providing thought leadership to the teams responsible for. Committed to delivering quality work, receptive to learning and advancement, and adaptable to diverse work situations.

**COMPETENCIES:** Employee and Labor Relations, Strategic Leadership, Change Management, Customer Relationship Management, Operations Go-Live Implementation, Workplace Safety, Talent Acquisition

## WORK EXPERIENCE

### Senior Human Resources Manager

#### Medline Industries, LP – 2017 to Present

Co-Chair, Medline Employee Resource Group

- Oversee all human resources activities for one of Medline's largest business segments with manufacturing operations across US.
- Lead the US HR organization comprised of ten team members: (3) HR Managers, (4) HR Generalists, (3) Recruiters, and (1) HR Administrative Assistant.
- Provide thought leadership to identify and implement actions that improve or maintain positive employee relations, promote organizational development, and develop talent across all levels of the organization.
- Counsel and partner with leadership on continuous improvement efforts related to talent planning, compensation, onboarding, business reviews, and overall change management. Help the business navigate escalated employee concerns through conflict management.
- Helped lead the business to a record 90% Employee Overall Satisfaction with 86% participation at the Global Employee Engagement Surveys conducted in 2022 and 2024.
- Guided the business during the pandemic towards a 70% headcount growth while reducing turnover to 15%.
- High energy level and stamina to meet regular travel requirements up to 50% to oversee nationwide operations.

**KEY INITIATIVES:** *Career Pathing and Progression Plan, Compensation and Competencies Review, Positive Employee Relations Task Force, COVID-19 Response Plan, Operations Go-Live, Leadership Training*

### Human Resources Representative

#### National Safety Council – 2013 to 2017

Chair, Employee Engagement Committee

- Partnered with leadership and people managers on policy implementation and performance management ensuring company policies were clearly communicated across the organization.
- Served as the organization's main point of contact for benefits administration including annual planning and contract negotiations with the healthcare providers and benefits.
- Guided managers on the overall talent management process including hiring and onboarding.
- Conducted ongoing workplace and safety training requirements for employees and supervisors.
- Maintained the integrity of employee records and payroll processing of employees including annual EEO-1, VETS-100A, and Affirmative Action Plan reporting in compliance with federal and state laws.
- Managed an HR Coordinator to support daily activities.

**KEY INITIATIVES:** *Human Capital Plan, Employee Handbook Review, HR Information System (HRIS) Implementation, Culture Champion Initiative, Pension Funding Transition*

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## Human Resources Administrative Assistant II

### Siemens – 2011 to 2013

Chair, Employee Engagement Committee

- Supported the business on all human resources activities including the administration of the Key Performance Indicators (KPIs) for office and warehouse operations across multiple states.
- Streamlined and automated the onboarding process, cutting the timeframe by 50%.
- Assisted with the recruitment of hourly and salaried employees, staffing projects, payroll, benefits administration, performance reviews, and complaint investigations.
- Ensured occupational training modules were implemented in compliance with federal and state regulations.
- Conducted research activities and data validation during the company's transition to a new learning platform.

**KEY INITIATIVES:** *Learning Management System Launch, New Hire Onboarding Process, 5S Audit Champion*

## EDUCATION

### Master's Degree in Organizational Leadership

DePaul University, Chicago, IL, 2025

### Bachelor's Degree in Behavioral Science, major in Organizational Development

De La Salle University - Manila, Philippines

## CERTIFICATIONS

### Shingo Organizational Excellence

Utah State University – Jon M. Huntsman School of Business, 2025

### Lean Six Sigma Green Belt (SSGB)

DePaul University, 2023

### Society for Human Resource Management Certified Professional (SHRM-CP)

Society for Human Resource Management, 2015-present

### Professional in Human Resources (PHR)

DePaul University/HR Certification Institute, 2014-present

## TRAINING / SKILLS

### Skill Enhancement and Leadership Development Program

Exec Online, Northfield, IL, 2023

### Situational Leadership

Ken Blanchard, Northfield, IL, 2019

### Culture-Shaping Champion

Senn Delaney, Itasca, IL, 2016

### Human Resources Management Program

DePaul University - Chicago, IL, 2013

**HRIS:** Workday, UKG, ADP, Qualtrics, Oracle PeopleSoft, Taleo, Dayforce, Paycom

**Administration:** Microsoft Office, Copilot AI, SAP, Tableau, Business Intelligence

**Language:** Bilingual - English and Filipino; Spanish