

# J. Tyler Bruce, M.Ed., SPHR

1362 Haddon Pl, Hoover, AL 35226 • (205) 470-0555 • jtylerbruce@gmail.com

## SUMMARY

Seasoned leader with a passion for maximizing the abilities of people and organizations. Strategic and collaborative with a unique multi-industry background in organization development, talent development, talent acquisition, employee relations, human resource compliance, compensation and benefits, process improvement, business development, and global management.

## EXPERIENCE

UA Brands – Fort Lauderdale, FL, November 2016 to present

### **Vice President, Human Resources**

- Lead alignment of all people related practices with business initiatives.
- Implemented HR business partner model to enhance organizational effectiveness.
- Redesigned compensation structure, implemented more competitive benefit package, and updated performance-based rewards and recognition program.
- Initiated competency-based performance management process tied to pay for performance.

FirstService Residential – Hollywood, FL, December 2015 to October 2016

### **Senior Director, Talent Acquisition and Development**

- Led talent acquisition and organization development for south region (6,000+ associates).
- Restructured talent acquisition department to align with business needs.
- Implemented applicant tracking system and managed transition to automated recruiting process.

Baptist Health South Florida – Miami, FL, March 2012 to December 2015

### **Director, Talent Acquisition and Employee Development**

- Led recruiting efforts for corporate departments, Baptist Outpatient Services, Baptist Health Medical Group, and supplemental staffing.
- Drove innovative approaches to self-directed learning for 14,500+ employees.

### **Director, Onboarding and Employee Development**

- Integral member of leadership team guiding HR transformation - company recognized as #2 Best Place to Work in Florida by Fortune Magazine (#23 nationally).
- Oversaw and directed comprehensive non-clinical employee learning/development and career management programs for BHSF's 14,000+ employee population.

### **Manager, Organization Development Operations**

- Led transformation and enhancement of OD processes and procedures in association with Oracle/PeopleSoft implementation.

### **Sr. Organizational Development Consultant**

- Provided consultative services to leaders within assigned entity in the areas of leadership development, performance management employee engagement and related topics.
- Designed and facilitated leadership training and development programs.

Royal Caribbean Cruises Ltd. – Miami, FL, September 2006 to March 2012

### **Consultant, Organizational Development**

- Responsible for leadership development and succession planning.
- Led team in design and delivery of corporate training curriculum.
- Aligned corporate organizational development strategies with shipboard and international offices.

### **Manager, Global Hiring Partner Network**

- Led recruiting efforts to hire more than 10,000 employees annually.
- Ensured hiring practices complied with company policy and international labor standards.
- Acted as company liaison with US Consulates and foreign government authorities.

### **Specialist, Human Resources Safety & Quality Management**

- Responsible for development, maintenance and updating of human resource policies for shipboard employees.

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## EXPERIENCE (CONTINUED)

AmSouth Bank – Ocala, FL, July 2004 to August 2006

### **Vice President/Branch Manager**

- Overall management responsibility for branch personnel.
- Developed and maintained small business customer relationships.
- Promoted AmSouth through involvement in local community.

ERA American Realty/Killingsworth Realty – Homosassa/Brooksville, FL, March 2003 to July 2004

### **Independent Contractor**

- Sales Associate responsible for generating business, home sales, negotiating contracts, and customer service.

The Brown Schools of Florida – Lecanto, FL, November 2000 to November 2002

### **Director of Program Operations/Assistant Principal**

- Accountable for staff development, including employment decisions.
- Implemented behavior management system and coordinated treatment team.
- Chaired the school advisory enhancement council.
- Led a team of more than 30 employees.

Bruce Consulting – Inverness, FL, March 2000 to October 2000

### **Consultant**

- Sole proprietorship specializing in computer training and computer troubleshooting.

Center for Nonprofit Management – Nashville, TN, January 1996 to June 1999

### **Director of Educational Services**

- Responsible for program development, seminar delivery, evaluations, marketing, business to business sales, and special event planning.
- Developed certification programs in Volunteer Management and Fundraising.
- Overall growth of customer base was 125% and led the program to the highest evaluation scores (based on customer feedback) in its twelve-year history.

### **Manager, Training and Development Services**

- Responsible for program management, delivery of training, and special event planning.
- Increased customer base by 22% and revamped management resource center.

## EDUCATION/CERTIFICATION

Vanderbilt University – Nashville, TN

**Master of Education** (1995)

Human Resource Development

Samford University – Birmingham, AL

**Bachelor of Arts** (1994) Major:

Human Relations Minor:

Business Administration

HR Certification Institute

**Senior Professional in Human Resources (SPHR)**

Society for Human Resource Management

**Senior Certified Professional (SHRM-SCP)**

FL Dept of Business and Professional Regulation

**Community Association Manager (CAM)**

University of Tennessee – Knoxville, TN

Graduate Student, Fall 1999. Courses toward

Ph.D. in Socio-cultural Foundations of Sport.

FL Dept of Business and Professional Regulation

**Licensed Real Estate Salesperson**

**REFERENCES AVAILABLE ON REQUEST**