

Annabella Rufenacht

Director of Human Resources

Profile

I am a Director of Human Resources with over 20 years experience. I have a proven track record in developing and implementing HR strategies that support business goals and objectives. I am passionate about employee relations and building positive relationships with employees at all levels. I am an effective communicator, problem solver, and team player.

Employment History

Director of Human Resources at Hobby Lobby, OK

Jun 2022 - Present

- Led a team of human resources professionals in developing and implementing policies and procedures that resulted in a 15% reduction in employee turnover.
- Implemented a new performance management system that improved employee satisfaction by 20%.
- Negotiated new contracts with health insurance providers that saved the company \$5 million annually.
- Led the development of a new training program that reduced onboarding time for new employees by 50%.
- Successfully managed the implementation of a new payroll system that resulted in a 10% decrease in errors.

Human Resources Manager at Chick-fil-A, OK

Jul 2012 - Apr 2022

- Led a team of 5 human resources specialists and successfully completed a company-wide benefits enrollment process for 1,500 employees.
- Implemented a new performance management system that improved employee engagement by 10%.
- Successfully recruited 50 new employees in a tight labor market.
- Created and implemented a training program that reduced turnover by 15%.
- Worked with senior leadership to develop and implement strategy for reducing unconscious bias in hiring practices.

Education

Master of Human Resources at Oklahoma State University, OK

Aug 1998 - May 2002

Some skills I've learned are communication, teamwork, leadership, and problem solving.

Certificates

Certified Human Resources Professional (CHRP)

Mar 2021

Certified Human Resources Leader (CHRL)

Jun 2019

Details

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Links

[linkedin.com/in/annabellarufenacht](https://www.linkedin.com/in/annabellarufenacht)

Skills

Human Resources Management

Employee Relations

Recruitment and Selection

Training and Development

Compensation and Benefits Administration

Labor Relations • Organizational Development

Languages

English

German

Hobbies

Reading