

Dena Rader, B.S., SPHR, SHRM-SCP, CPM

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Human Resources Director

- **Certified Senior Professional in Human Resources (SPHR) & SHRM-SCP** offering a 17-year HR career distinguished by commended performance and proven results in local and State government and healthcare, both in for profit and not for profit organizations
- **Extensive background in Human Resources Best Practice**, including experience in recruiting all levels of staff, retention programs, staff development, conflict resolution, benefits and compensation, HR records management, HR policies development, Workers' Compensation Claim Management and legal compliance.
- **Demonstrated success in negotiating win-win compromises**, developing teambuilding programs assessing training and development needs of staff and preparing effective training programs that meet and exceed those needs. Accomplished skills at developing personnel manuals, corporate policies and management reports.
- **Excellent communication skills**, used in building relationships with all levels of staff, to effectively manage staff and collaborate with strategic partners throughout the organization.

HR Skills

Employment Law	Staff Recruitment & Retention	Orientation/On boarding
FMLA/ADA/EEO/WC	Employee Relations	Training & Development
Mediation and Advocacy	Benefits Administration	Performance Management
HR Policies and Procedures	HR Program/Project Management	HRIS Management

Professional Experience

Collier County Clerk of the Circuit Court - Naples, Florida

Human Resources Director, 2013 to Present

LaVan & Neidenberg, Attorneys at Law - Plantation, Florida

Human Resources Manager, 2012 to 2013

Bayview Center For Mental Health, Inc. – Ft. Lauderdale, Florida

Human Resources Director, 2011 to 2012

GEO Care, Inc./South Florida State Hospital – Pembroke Pines, Florida

Provides long-term psychiatric care to the mentally ill.

HR Generalist, 2002 to 2011

Department of Children and Families, State of Florida – Ft. Lauderdale, Florida

State Government providing services to the community

Regional Training Manager (OMC1), 2000 – 2002

Results Driven Experience

Key Results:

- Active Leadership in the organization, balancing the needs of the company/agency and the advocacy of the employee.
- Foster an open communication environment through personal engagement, training programs, newsletters and social programs.
- Ensuring current best practice, successful defense against EEOC complaints, advocating for employee rights.
- Maintaining a low turnover rate through effective retention methods of employee engagement.
- Successful recruitment of positions at all levels
- Improving record keeping by moving to electronic filing methods and self-service platforms
- Serving the local community of Human Resource Professionals as a board member of HRCollier
- Founded the local Certified Public Managers chapter, fulfilling a leadership role as President for public servants in the community.

Education and Certifications

California Coast University – Santa Ana, CA

Bachelor of Science in Business Administration (3.92 GPA), 2005

HR Designations:

- **SPHR Since - 2005**
- **SHRM-SCP - 2015**
- **Certified Public Manager - 2014**

Of Note

Affiliations:

Society for Human Resource Management (SHRM)

HRCollier, Local SHRM Chapter for Collier County

SWFLCPM, Local Chapter of Certified Public Managers of Collier, Lee and Charlotte Counties

For additional work history or references, please contact me personally