



MULLAI DEFINO

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303.929.1471
open to relocation

Value Proposition

I direct transformational excellence in Human Resources, Strategic Planning, & Process Improvement that grow a company & benefit the bottom line.

Highlights

- OPERATIONAL LEADERSHIP - Directed operational processes for a \$500M hospitality group. Responsibilities included department auditing, payroll & inventory management, and process improvement implementation. Initiatives resulted in the highest profitability of the company out of 101 locations.
- STRATEGIC ADVISOR - Partnered with the owner of a \$10M company to reduce overhead. Decreased company overtime payroll by \$100,000/year. Executed compliance plans that included a Hazard Mitigation Plan, an accurate workers' compensation survey, and an updated liability assessment, resulting in a 17% overall reduction of insurance rates.
- WORKPLACE SATISFACTION - I secured partnerships to provide staff with health care providers, massage, and physical therapists to launch several annual Company Wellness Days using existing health benefits with no extra cost to employees or companies. Established several successful company-funded, continuing education and continuous learning scholarship programs. I proposed and oversaw the effort to establish the only Certifiably Green Oil & Gas company in the program.

Clifton Strength Finders

- Achiever
- Learner
- Responsibility
- Restorative
- Relator
- Discipline
- Input
- Arranger
- Analytical

Target Titles

Vice President of Human Resources
Senior Director of Human Resources

About

A focused and innovative leader, I drive profit growth by looking at the big picture. My unconventional approach integrates Human Resource Planning, Compliance & Departmental Auditing.

As a person of high integrity, interpersonal consistency, and positive energy, I am able to build relationships with all levels of organizations, or organizations, and maintain these contacts across diverse contacts and geographical areas.

Industry Diversity

I have a broad range of experience from working in Petroleum, Veterinary, Hospitality, Transportation, Health Care, Education, and Construction. I am passionate about developing people by sharing my knowledge.

Background

Management; Life, P&C, Workers Compensation Insurance,, Regulatory Compliance
Masters In Organizational Leadership & Development

Experience

Halcyon Integrated Solutions

Organizational Design | Practice Management | HR Strategy | Job analysis | High Impact Training & Development | Benefits Analysis | Insurance Audits | Performance management | Employee Retention | Succession Planning | Compensation | Benefits | Work-Life Effectiveness | Recognition | Performance Management | Talent Development | Organizational Strategy | Employee Engagement | Compliance | Auditing | Action Planning | Strategic integration | Coaching | Personal Development Plans