

JULIE REX

August 15, 2018

To Whom It May Concern:

I have spent the majority of my career in Human Resources focused on talent development, succession management and planning, leadership development and training design and delivery to create winning cultures. My career has been built on demonstrating commitment to employee development and to assisting leaders and companies to achieve their potential.

Eight years ago, I realized I needed to focus similarly on my family, thus the break in my career progression. My special needs daughter was demonstrating a need for academic support in school to enable her to successfully prepare and matriculate to college. I quickly realized that my Human Resources and training and development expertise and passion was needed at home. I am happy to report that she is now attending college and pursuing her dream of being an artist and supporting other children with special needs. During that time I have kept current on issues and trends in my field through various consulting assignments and self-education.

It is once again time for me to leverage my talent in my professional life. I hope that you will take time to review my résumé and share your time to speak with me about potential opportunities. I can be reached at (214) 668-9598.

Sincerely,

Julie Rex

7004 Clear Well Ln., Plano, TX 75024

Cell: 214.668.9598 Email: jrex87@msn.com



JULIE REX

cell 214.668.9598 • e-mail jrex87@icloud.com

LinkedIn URL: [Julie Rex - LinkedIn Profile](#)

Talent & Leadership Development Professional

EXPERIENCE SUMMARY

- Over 16 years of successful experience in Human Resources with a proven track record for execution and delivery.
- Analyzes, negotiates and resolves complex issues.
- Leverages resources to drive collaboration and cooperation in order to exceed results.
- Commands respect through self-initiative, technical and professional competence and leadership.
- Possesses polish and poise that is supported through strong communication skills.

Key Competencies Include

- Talent and Leadership Development
- Learning Program Design and Delivery
- Culture Integration and Employee Engagement
- Organizational Design

CAREER EXPERIENCE

Raytheon – Dallas, Texas

2010 – 2011

Worked collaboratively with business area leaders across Raytheon businesses including Intelligence & Information Systems (IIS) and Space and Airborne Systems (SAS) to design and implement strategic human resources programs, including succession planning, organizational effectiveness, employee engagement and high-potential senior executive curricula.

Talent Development Manager, Talent Development & Learning – Intelligence & Information Systems June 2011 – Nov 2011

- Responsible for design and execution of strategic human resources review including succession planning, organizational vitality and high-potential development of senior executives within the business.
- Managed Training Development and Delivery team.
- Designed and implemented an Accelerator (highly selective top-talent program) to develop and retain key talent in critical roles and to develop bench strength with the ability to rapidly grow the business.

Program Manager, Organizational Effectiveness – Space and Airborne Systems

2010 – 2011

- Partnered with senior business and human resource leaders to help solve complex organizational problems and implement change while transferring Organizational Development (OD) knowledge, skills and tools.
- Ensured effective deployment of Raytheon enterprise leadership and human resources tools and processes including development programs, executive assessments, coaching and on-boarding, career development, and change leadership.
- Developed and led two strategic organizational redesign initiatives resulting in \$4M in savings and streamlined operational capabilities.
- Selected as Space and Airborne Systems Project Lead for 2011 Employee Opinion Survey.

Bank of America – Dallas, Texas

1996 – 2010

Over 14 years was promoted to various roles with increasing responsibility for developing exceptional leaders by leading the design and execution of talent management, leadership development, culture integration, learning and organization design.

Senior Vice President, Leadership Development Manager – Global Banking

2006 – 2010

- Key partner on cross-functional Human Resources team responsible for final organizational design and leadership assessment for \$50B Merrill Lynch acquisition and transition. Developed retention plans for top talent, change management initiatives to improve organizational stability, retained top talent and drove new integrated business model for commercial banking and wealth management referrals.
- Change Leader for cultural assimilation and integration of LaSalle Bank (\$21B acquisition) within Global Banking resulting in retention of top 70% of senior executive talent, development and execution of senior leader and market leader integration programs and immediate succession plans in place for all senior talent.

- Project Lead for Board of Directors mandate to develop immediate talent assessments, development and succession plans and business overview for 30 Global Banking executives.
- Designed and led end-to-end Talent Management initiative for Global Banking that aligned leadership and business unit functions to drive organizational transformation and revenue growth.

Senior Vice President, Human Resources Manager – Business Banking

2004 – 2006

- Human Resources Business Partner, Change Manager and Leadership Development Project Manager tasked to lead organizational transformation of Business Banking. Eliminated Business Banking as a stand-alone line of business and integrated it as a segment into Commercial Banking. Specifically, responsible for combining four divisions into one function and uptiering leadership resulting in an annual cost savings of over \$5M and significant improvement to processes and efficiencies.
- Executed new compensation strategy to align performance goals with incentives and business objectives resulting in approximately \$15M in compensation funding and greater strategic alignment between behaviors and market sales goals.
- Redesigned sales staffing model resulting in 4% decrease in turnover.

Senior Vice President, Leadership Development Consultant – Consumer Banking

2003 – 2004

- Leadership Development Client Manager for Texas, New Mexico, California, Nevada and Washington retail banking markets and for the Sales & Service function. Created and implemented end-to-end Talent Management, and high-potential development programs resulting in a 10% decrease in market manager turnover and 13% sales growth.
- Developed and implemented a new accelerated management development program for mid-level managers to improve talent movement into key market leadership roles. Resulted in development of “ready-now” mobile talent for top ten key markets within eight months.

Senior Vice President, Leadership Development & Organizational Development Programs – Global Commercial & Investment Banking

2002 – 2003

- Conceptualized and led project design, development and execution of a “world-class” Managing Director Promotions Process now considered one of the best on Wall Street.
- Designed and implemented a leadership program for top-level key talent in Europe that provided the foundation for attracting talent in key competitive markets in emerging Europe/Middle East/Asia (EMEA) locations resulting in external Industry-Head and Managing Director hires in five EMEA locations.
- Led project team responsible for business and process improvements to 360-Degree Feedback and Associate Surveys that reduced costs by \$400K, led to greater differentiation of survey ratings and achieved 82% participation rate on the 360-Degree Survey and 97% participation rate on the Associate Survey.
- Improved, managed and implemented a division-wide talent management and succession strategy.

Vice President, Performance Consultant – Global Corporate & Investment Banking Learning & Organizational Effectiveness

2000 – 2002

- Project Manager for New Leader training in Global Corporate & Investment Banking (GCIB).
- Project Manager for GCIB Performance Surveys (360-Degree Feedback Survey and Organizational Survey).

Vice President, Director, Organizational Strategy & Consulting – Global Product & Strategy

1996 – 2000

- Led redesign of product management group during Bank America / NationsBank merger.

ADDITIONAL EXPERIENCE

Director, Project & Strategy Development, Metromedia International, Inc., Dallas, Texas
Senior Change & Improvement Consultant, JCPenney Financial Services, Plano, Texas

EDUCATION

B.A., History

Texas A&M University, College Station, Texas

Graduate Studies, International Relations

Texas A&M University, College Station, Texas