**Bryan Martin, MATL**

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**Professional & Community Involvement Highlights**

* 10+ Years of Human Resources experience specializing in Talent Management, Training, Learning and Organizational Development
* 7+ Years providing creative and strategic cultural strategy change management solutions to support a high performing, engaged, and top talented workforce
* 7+ Years of Human Resource Management experience providing leadership to teams of Human Resources Business Partners and business operations professionals
* 6+ Years of teaching experience in partnership with the Des Moines Area Community College Continuing Education, Workforce Training Academy, and Project Iowa programs
* 5+ Years of active non-profit Board of Directors experience upholding multiple positions for the Association for Talent Development – Central Iowa Chapter
* Excellent presentation and facilitation skills; modeling company culture and values

**Professional Experience**

**Human Resources Management**

* Act as Human Resources Director for Amerigroup Iowa Medicaid Health Plan supporting 380 associates
* Manage a team of Talent Development and Human Resource Business Partners who consult, design and deliver Human Resources Employment Life Cycle strategic workforce solutions and programs
* Solve organizational challenges through people-related solutions and serve as an integral part of the senior executive leadership team
* Manage Training, culture, human capital change management, and Organizational Development programs
* Measure and report on Human Resources Talent Management metrics and budgets
* Create, implement, and manage end-to-end human capital strategies that drive the business to meet its goals
* Consult with business leaders on Talent Management and employee relations and engagement solutions
* Scope and measure effectiveness of culture, Talent, and Performance Management solutions

**Talent Acquisition, Development & Culture**

* Act as Talent Acquisition Business Partner designing and implementing Talent Acquisition people strategies
* Consult with business partners on hiring quality talent to meet culture and business needs
* Facilitate Human Resources Training programs supporting Management and employee engagement efforts
* Partner with senior leaders to identify and develop business capability models: Cultural engagement, Talent Development, and Corporate Career Ladder
* Coach business leaders on Talent Management and culture program training solutions
* Partner with senior leaders to identify and develop business sustainability models: Succession Management/Planning and employee relations risk management
* Classes actively instructing and instructionally designing curriculum for Des Moines Area Community College Continuing Education:
* Human Resources Management: Resume Building, Interviewing & Career Readiness

**Work Experience**

**Sr. Human Resources Business Partner July 2016 – Present**

Anthem, Inc. (Amerigroup Iowa)

West Des Moines, Iowa

**Senior Recruiter January 2016 – July 2016**

Nationwide Insurance (Contract)

Des Moines, Iowa

**Recruiting Consultant November 2015 – January 2016**

HireQuality Solutions (Contract)

Johnston, Iowa

**Manager, Human Resources Talent Development     July 2013 – October 2015**

Merit Resources, Inc.

West Des Moines, Iowa

**Senior Training Consultant            February 2013 – July 2013**

Cetera Financial Group (Contract)

West Des Moines, Iowa

**Learning & Organizational Development Consultant            May 2011 – February 2013**

Aviva USA

West Des Moines, Iowa

**Senior Corporate Trainer        June 2006 – May 2011** Nationwide Insurance

Des Moines, Iowa & Portland, Oregon

**Community Involvement & Accomplishments**

**President January 2012 – Present**

Association for Talent Development – Central Iowa Chapter 501(c) (3)

**Sharing Our Success – Chapter of the Month Award** **March 2014**

Des Moines, Iowa

**Adjunct Instructor     August 2011 – Present**

Des Moines Area Community College: Continuing Education, Workforce Training Academy & Project Iowa

Des Moines, Iowa

**Licensed Adoption & Foster Parent April 2013 – Present**

State of Iowa/IFAPA

**Urbandale Chamber of Commerce July 2014 – Present**

Community Based Human Resources Consultant

Des Moines, Iowa

**Department of Human Services (DHS) October 2014 – Present**

LGBT Mentor

Des Moines, Iowa

**Youth Emergency Services & Shelter (YESS) January 2015 – Present**

Duck Derby Committee & YESS University Leadership Development Program

Des Moines, Iowa

**Employers Council of Iowa October 2015 – March 2016**

Co-chair and community mentor

Des Moines, Iowa

**Speaking Engagements**

Iowa Healthcare Association – Talent Management Basics **March 2015**

Iowa Employment Conference – Employment Law 101    **April 2015**

1 Million Cups – The Future of Talent Development **May 2015**

Iowa Communications Alliance – Bullying in the Workplace **September 2015**

**Facilitator Certifications**

Emotional Intelligence & Communication Styles(RogenSI)**January 2012**

Development Dimensions International (DDI)**March 2014**

**Education**

**Masters in Teaching & Learning** (Human Resources concentration) **April 2011**

Ashford University

Clinton, Iowa

**Bachelors of Psychology in Communications                December 2005**

Louisiana State University

Baton Rouge, Louisiana