**Ben Keenan**

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| **Human Resources Business Partner**with over ten years of human resources and business consulting experience with alignment to leadership development, talent acquisition and relationship management.  |

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| **Professional Achievements** |

* Led change management and human capital consulting on automated digital efforts for term life insurance products; resulting in over $3M of expense savings
* Created a ‘high potential’ development program in partnership with Drake University
* Designed 1st annual career exploration event “Life @ The Principal”
* Featured speaker for Disrupt HR and VOYC Brewfest events
* Created global scorecard for international HR metrics project leading to consistent data reporting across six international locations

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| **Professional Experience** |

**Business Partner**

*The Principal Financial Group* *July 2016 – Present*

Create and execute HR solutions for dedicated Corporate Services, Insurance and Information Technology leadership teams. Collaborate with leaders to increase return on human capital through organizational design, change management, talent management and talent acquisition and mobility strategies.

* Integrate leadership development strategies into each business unit’s operational plans
* Foster opportunities for global exchanges of talent and information by partnering with Global Mobility, Compliance and international talent to create global assignments
* Partner with leadership teams to provide human capital planning, career progression, workflow and development conversations
* Completed USIS Administrative Assistant team redesign to balance current workloads and create a single-leader reporting structure

**Campus Relations Manager**

*HR-Talent Acquisition July 2014 – July 2016*

Led talent acquisition and operations for the companies’ University relationships; including the leadership development rotation program, internship and campus engagement strategies.

* Created strategies to pipeline talent to for identified entry-level roles
* Designed engagement campaign to re-engage our campus recruiting network
* Created programming, development and retention efforts for 200+ interns annually

**Assistant Manager – Full Service Accumulation**

*Retirement and Income Solutions Jan. 2012 – July 2014*

Led team of Client Service Associates who collectively managed client relationships of $1.3B.

Elevated levels of collaboration with key internal partners like Implementation, Training, Transition, Sales Engineering, Plan Design Consulting, Compliance and Actuarial.

* Increased Customer Service Chatham scores by 20% in 2014
* Elevated employee engagement through 100% High-Performer retention rate
* Subject matter expert for Salary Deferral Service & Defined Benefit Plan Anniversary
* Directed steering committee for the New Employee Resource Group focused on community service and volunteerism
* Fostered sharing of global best practices through the Global Connection Program

**Sr. Client Service Associate**

*RIS – DB/DC Combo Administration May 2008 – Dec. 2011*

Actively managed retirement and advisor relationships for small and medium sized businesses focused through sales, service and support of Pension, 401(k) and 403(b) plans and annuities.

* Partnered with Consulting, Implementation, Actuarial, Compliance and other internal SME’s to help our clients understand and plan sponsor and legislative requirements
* Managed client relationships for 32 small and medium-sized businesses across the U.S.
* Presented ideas and strategies to HR and Finance leaders focused on growing AUM and providing financial security to the employees of those organizations
* Series 6 Certification

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| **Leadership and Coaching Experience** |

* **Lutheran Church of Hope** (Sept. 2016 – Present)

PowerLife Leader and Men’s 33 Ministry leader

* **March of Dimes Board Member** (Dec. 2014 – Present)

Board Member & March for Babies Ambassador 2017

* **Voice of the Young Consumer (VOYC) Core Team Member** (Oct. 2013 – Jan. 2016)

25% Core Team Employee for VOYC

* **West Des Moines Soccer Club (**August 2012 – Dec. 2014)

Assistant Coach

* **Norwalk Soccer Academy** (August 2010 – April 2012)

Head Coach

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| **Professional Affiliations and Community Involvement** |

* Book Buddy (2015 – 2018)
* United Way Ambassador (2012 – Present)
* Dardis Communication – Presentation Training (November 2015)
* Everybody Wins! Iowa Power Lunch mentor (2009-2014)
* Manager Mentoring Program participant (2013-14)
* 1st Annual Global Connection Program participant (2013)
* Executive Communication Training Program – Esposito (2012)
* Emerge Leadership Conference – Salt Lake City, UT (2012)

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| **Education** |

* **Iowa State University,** B.A. Business Management