

Ellie McIntyre



*Executive Consulting, Inc.,
Director, Change Management
From April 2017 to Present*



- Responsibilities – Consulting with Executives and Sr. Level Management - Strategic Business Planning
- Coaching for Execution and Results
 - Change Management
 - Organization Design

Wolf Creek Nuclear Operating Corporation,

HR Manager

From October 2012 – March 2017

Responsibilities –

- Provided strategic HR guidance as member of Senior Leadership Team.
- Interacted with Sr. Leadership to deliver strong Succession Plans and Workforce Plans.
- Improved Performance Management process.
- Change Agent for reorganization of HR Division.
- Member of Nuclear Safety team.
- Maintained Corrective Actions within annual goals.
- Guided HR practices, policy interpretation, problem resolution, and maintained compliance within state and federal laws.
- Managed procedure adherence.
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PNM Resources – Coal Plant,

HR Supervisor/HR Business Partner

From February 2010 – Oct 2012

Responsibilities –

- Served as a member of the Plant Leadership Team and provided strategic HR Consulting Service to improve operational excellence.
- Represented and advised Operations Management regarding labor contract administration, grievances, and employee discipline.
- Interacted and maintained effective business relations with union officials, legal counsel, and utility industry labor relations contacts.
- Investigated and coordinated with operations management concerning grievances, unfair labor practice charges and other labor relations contractual or legal matters.
- Resolved unfair labor practice charges and other labor relations contractual or legal matters.
- Guided both management and non-management employees regarding human resource practices, policy interpretation, problem resolution, and compliance with state and federal law.
- Acts as the Compliance and Diversity Manager to achieve diversity goals and maintain non-discriminatory employment practices.
- Delivers HR programs including employment, staffing, job classifications and compensation, benefits, employee relations, performance management, talent management, workforce planning, policy formulation and implementation.
- Designed and implemented services, programs, and procedures.
- Supervised professional and support staff.
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Insperty (formerly Administaff)

Performance Specialist

From November 2007 – February

- HR Strategic Planning at executive level to drive business solutions.
- Succession and Workforce Planning.
- Designed Talent Management processes to fit business needs and strengthen opportunities for increased revenue.
- Consulted with clients to assist in strategic guidance resulting in improved processes and increased productivity.

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Hewitt Associates

Various Manager/Consulting Titles

From July 2004 – October 2007

Manager, Human Resources Service Delivery – (Nuclear, Lignite, and Gas Power Generation)

- Managed HR Outsourcing arrangement utilizing full scope of HR.
- Team lead for HR Service Delivery Managers to ensure streamlined delivery of Services and efficient program delivery.
- Consulted with client executives and management teams on HR initiatives.
- Supported full range of HR Services by coordinating field needs with corporate requirements.
- Consulted with clients to implement changes to improve processes resulting from outsourcing.
- Implemented compensation and incentive programs for clients reaching above target level achievements.
- Supported HRIS conversion team.
- Key team player for design and implementation of change model to improve processes for delivery of outsourcing for both new and improved client delivery processes.

Human Resources Business Consultant – (Nuclear Power Generation)

- Provided ongoing management support in areas of contracts and policy compliance, performance management, and compensation administration to ensure consistency with client expectations.
- Served as interim manager for HR Business Consultants providing the full line of human resources service to client bases of approximately 3,000 employees including 5 senior officers, 300 managers/supervisors, and workforce that included a large population of professional Engineers as well as multiple bargaining units.
- Coordinated and provided direct support for bargaining unit activities (monitored grievance process, participated in grievance resolution, conducted investigations, provided documentation, and participated in Negotiations, mediations, and arbitrations.
- Coordinated resolutions to employee and labor relations matters to ensure appropriate interface between client field and client support groups.
- Planned and implemented significant change programs in such areas as Compensation and Benefits, Performance Management, and full utilization of Employee Service Center.

TXU – Various Positions - Sr. HR Representative and Interim HR Support Manager

From 1983-2004

EDUCATION, CERTIFICATIONS, AND APPLICABLE TRAINING

Tarrant County College

GPA 3.9 on 4. Scale

Business Management

Coursework focus on Psychology and Financial

- Certified Senior Professional in Human Resources (SPHR), Society of Human Resources Management 2003
- American Compensation Association – Total Compensation Management, Regulatory Environments for Compensation Programs
- Certified Myers Briggs Type Indicator
- Human Synergistics
- Needs Based Negotiations