

# Peter J. Nelson

2555 South Street  
Burnsville, MN 55306

pjnels@kdsi.net

Home: 952-999-9876  
Office: 952-333-3456

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## SENIOR HUMAN RESOURCE EXECUTIVE

*Optimizing Performance through:*  
Organizational Change & Proactive Business Leadership

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Respected Human Resource executive credited with achieving significant improvements in the organizational environment and contributing to company growth and profitability. Catalyst for updated HR initiatives impacting 1,200 employees nationally and internationally. Strategic ability to anticipate and implement innovative change management programs. Additional experience leading legal and litigation strategies. Excellent communication skills and rapport with all levels of an organization. MBA degree. *Expertise:*

- Organizational Culture and Vision
  - Employee Relations
  - Training, Teaming & Leadership Development
  - Employee & Management Retention
  - HRIS Technology Solutions
  - Outside Litigation and Legal Strategies
  - Benefits and Compensation Design
  - Internal Change & Reorganization
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## CAREER PROGRESSION

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**DECCO CORPORATION**, BURNSVILLE, MN

**8/92–PRESENT**

*World leader in concrete forming technology providing engineered solutions with products manufactured and distributed in over 10 countries throughout the world.*

### **Vice President of Administration** (8/95–Present)

Senior Human Resource Executive and member of six-person Executive Committee reporting directly to company CEO. Hold complete strategic planning, leadership, and operating management responsibility for HR affairs, including employment/recruiting, compensation, benefits, employee relations, training and development, safety management, and HRIS. Lead four direct reports and maintain consultative human resource partnerships with HR staff in North and South America, Europe, and Asia to drive common vision and achieve financial objectives. Manage all outside litigation and legal staff.

#### ***Career Highlights:***

- Conceived, developed, and introduced innovative HR programs, services, and leadership initiatives (e.g., cafeteria plan for US operations, updated profit sharing, and 401(k) plans.)
- Researched and launched inaugural HRIS system, eliminating outdated manual system.
- Designed and implemented strategies to increase personnel retention for domestic operations in 15 states. Implemented employee survey as a key tool in this process.
- Completed 12 successful events in first year after implementation of Rapid Continuous Improvement, an Engineering and Distribution process improvement program.
- Developed international compensation programs in Chile, Argentina, Peru, and Columbia.
- Selected key legal team, managed litigation, acted as corporate representative at trials, and successfully defended five product liability lawsuits.

### **Director of Human Resources** (8/92–8/95)

Directed HR functions for US operations, including primary manufacturing facility and corporate headquarters in St. Paul, Minnesota. Managed human resource activities for seven US warehousing operations/sales satellite offices and eight separate sales locations.

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**CAREER PROGRESSION** *(continued)*

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***Career Highlights:***

- Improved employee retention 51% and increased quality of personnel hired through use of a hiring model and stringent screening procedures.
- Reduced company health insurance cost 48% per contract while maintaining a competitive program.
- Managed process of purchasing property casualty insurance which resulted in a 25% reduction in premium and broker fees while increasing coverage.
- Decreased workers compensation costs and improved productivity by implementing a structured case management program for work-related injuries.

**WINDOW CORPORATION, ST. PAUL, MINNESOTA****6/86–8/92***Honored by Fortune magazine as one of the nation's "100 Best Companies to Work For" for four consecutive years.***Personnel Manager of Corporate Subsidiaries (6/91–8/92)****Training and Development Manager (6/88–6/91)****Personnel Representative (6/86–6/88)**

Promoted progressively to Personnel Manager of Corporate Subsidiaries. Designed and managed eight company-owned distributors located nationwide (Boston, Atlanta, Houston, Chicago, San Diego, San Francisco, Sacramento, and Denver). Challenged to bring locations under one benefits umbrella and revise human resource policies. Served as member of three-person management team for Division.

***Career Highlights:***

- Successfully unified all eight subsidiary plans under a centrally managed benefits plan; conducted employee communications at all locations.
- Recruited entry-level salaried personnel from numerous college campuses.
- Developed and managed entry-level management development training programs and manufacturing skills training programs as Training and Development Manager.
- Improved employee relations as Personnel Representative in a progressive non-union environment by offering coaching and counseling in both manufacturing and office settings.

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**EDUCATION**

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MBA, The University of Iowa, Iowa City, IA 1999

BA, Human Resource Management, University of Northern Iowa, Cedar Falls, IA 1986