

GARAN M. CHIVINSKI, PHR

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Profile Summary

Dynamic and results-driven HR professional, with a proven track record of success in 10 highly active years as an HR leader. Recognized as a unifying and empowering manager, with success in building out and sustaining a high-performing HR organization for a company with talent operating in diverse client environments. Trustworthy collaborator, forward-thinking strategist and cohesive relationship builder, having elevated the visibility and reputation of a national corporation through creation of valuable partnerships in a valuable region.

Core Skills and Competencies

- Human Resources Management
- Strategic Decision Making
- Leadership & Team Building
- Full-Cycle Recruitment
- Communication & Consensus Building
- Relationships & Partnerships
- Training & Development
- Benefits Administration
- Problem Solving
- Data-Driven Decision Making
- Employee Engagement
- Continuous Improvement

Professional Experience

Ingeteam Inc.

2021-Present

Ingeteam is global leader in renewable energy technologies. It's North American Headquarters and production facility is located Milwaukee, WI.

Human Resources Manager, USA

Hired to revamp the company culture and employer brand at a moment of profound business opportunity.

- **Workforce Development:** Turned company resources to towards meeting an historic level of customer demand against historically, tight labor market.
- **Labor Relations:** Strengthened the company relationship with the IBEW Local 2150. Resulting in a speaking role at the union's Code of Excellence at the quadrennial International Convention in 2022.
 - Recognized with subsequent visits by US Labor Secretary Marty Walsh and US President Joe Biden.

G4S Secure Solutions, USA

2009 – 2021

G4S is the world's leading provider of security solutions. The company offers world-class risk consulting, software / technology, systems integration, and security personnel.

Human Resources Manager, Great Lakes East Region

2019 – Present

After strong performance as an HR Manager for the company's operations in Wisconsin, earned a promotion to a regional manager role overseeing HR for a three-state region generating \$65M in revenue.

- **Human Resources Management:** Retained duties and responsibilities in HR leadership from previous role, with success in adapting to a greater scope of responsibility. Hold complete oversight of full-cycle recruitment, training programs, performance evaluations, benefits administration, reward programs and other priorities for a headcount of 1,500+ personnel.
- **Team Building:** Established and unified a new HR team in the midst of a significant corporate reorganization. Exercised sound judgment to develop and maximize the performance of a high-performing team capable of supporting the region.
- **Change Management:** Demonstrated resilience and adaptability to support personnel in adapting to a new organizational vision and management, with success in maintaining a high level of performance across the region. Notably support front-line employees across a diverse client base on a remote basis due to COVID, while maintaining momentum behind mission-critical hiring.

Human Resources Manager, Wisconsin**2015 – 2019**

After a successful proposal to senior management, earned a senior-level mandate to build and launch an HR organization to support the needs of personnel operating in client sites across Wisconsin. Alongside commitments in HR management, built and developed strategic partnerships with organizations including private/public colleges, ASIS (a membership organization for security management professionals), the National Alliance on Mental Illness (NAMI), the Wisconsin Veterans Chamber of Commerce, and others.

Highlights:

- Earned Volunteer of the Year award in 2017 for building a charity team at G4S Wisconsin to play a positive role in the community from a mental health perspective. Created greater appeal around G4S as a place to work in the state.
- Partnered with ASIS to develop and launch a 15-credit college course offered at Waukesha Technical College, built to provide enrolled students a strong foundation of leadership and workplace safety skills.
- Created a crisis intervention partnership program with NAMI, a low-cost and two-day program teaching security professionals to de-escalate mental health crises in different settings.

Areas of Proven Performance:

- **Human Resources Management:** Presided over HR functions for a state headcount of 800 personnel, in order to support the HR needs of clients representing \$23M+ in annual revenue. Manage HR functions including (but not limited to) recruitment, training, administration, investigation, personnel records management, benefits, leaves, workers' compensation and other priorities.
- **Strategic Leadership:** Effectively built and formalized a new HR organization to support operations in the state. Planned and executed on the development of formal HR strategy, training guidelines, hiring strategy and other priorities. Held ownership of HR initiatives including a statewide employee recognition program.
- **Talent Development:** Successfully grew the employee headcount from 500 to 800, with this growth achieved through development of activities and programs to attract best-in-class talent. Executed on all aspects of full-cycle recruitment as decision maker behind the selection of strong candidates.
- **People Management:** Drew upon supervisory experience to lead and empower the HR organization to a high standard of performance, while maximizing employee engagement and morale. Earned a reputation as a unifying and engaged leader.
- **Innovation & Entrepreneurship:** Held distinction as a thought leader and driving force behind the buildout of a formal HR department in Wisconsin. Presented bold ideas and demonstrated willingness to turn plans into action for the operation.
- **Influence & Impact:** Earned opportunities to support operations in other states as a source of direction and advice on the development of an effective HR department, after success in Wisconsin.
- **Growth & Progression:** Persevered in developing a well-rounded business acumen, public relationships skill set and foundational HR expertise, while embracing the mentorship and guidance of the company's senior leadership.

Inmate Transportation Supervisor**2010 – 2015**

Joined G4S as a security guard, and quickly earned a supervisory role overseeing 35 officers and a team of clerks behind the movement of more than 200,000 inmates across 72 countries. Demonstrated strengths in leadership, communication, relationship building and performance management.

Alderman | City of Cedarburg**2018 – 2020**

Earned election and re-election after running for political office, to represent the citizens of a ward in the City of Cedarburg.

Freelance Writer | www.chivinski.com**2010 – 2015**

Started an blog engaging local citizens, with success in creating impactful content reflective of a personal brand identity.

*Earlier roles include Special Police Officer for the Edgartown Police Department,
and Intern for the Office of US Congresswoman Sue Kelly.*

Education and Training

Master of Arts (MA) in Middle East and Central Asia Studies | Australian National University

Bachelor of Arts (BA) in International Affairs | George Washington University

Memberships and Affiliations

Board Member WRTP/BIGSTEP	2024 – Present
Board Member National Alliance on Mental Illness (NAMI) Southeast Wisconsin	2018 – Present
Committee Member Metro Milwaukee SHRM DEI Committee	2021 – Present
Member WI Comprehensive Climate Action Plan (CCAP) Workforce Development Stakeholder Advisory Team	2024 – Present
Member U.S. Dept. of Labor, National Manufacturing Sector Table	2024 – Present
Regional Vice President ASIS International	2020 – 2022