**Garland Yang, MBA/CHRL**

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### Qualifications / Highlights

* Trusted HR business partner with 10 years of experience at Fortune 500 companies in diverse industries. 6 years HR strategic role working with senior management managing significant growths, changes, M&A, and transformations.
* Demonstrated experience in applying HR best practices to support senior management in achieving strategic objectives. Assisted company to grow from No. 17 to No. 3 worldwide in three years.
* Strong leadership, organizational, analytical, time management, interpersonal and communications skills
* Microsoft Office, SAP SuccessFactors, Oracle, PeopleSoft, ADP Streamline, and Taleo
* Six Sigma (Green Belt certified), LEAN Manufacturing, CMMI5, and ISO
* Strong knowledge of employment laws and regulations
* CHRL (Certified HR Leader)

### Professional Experience

**Sr. HR Business Partner 2018 – Current**

**Jackman Group**

* Responsible for being a strategic partner to the business providing leadership, direction and guidance on all HR matters
* Develop and implement robust and comprehensive human resources policies and programs including compensation and benefits, talent management, workforce planning, DEI, culture, training and development, HRIT.
* Manage recruitment and on-boarding process
* Create and implement salary and payroll systems. Optimize employee benefit programs.
* Participate into the JHSC. Identify Health & Safety including COVID issues. Make recommendations to the senior management.
* Ensure HR compliance including employment standards

**HR Business Partner (Contract) 2016 – 2018**

**Investors Group**

*Established in 1926, the largest non-banking financial services company in Canada.*

* Participated into year-end performance evaluation including termination of three employees.
* Advised the senior management on the relocation plan to the Richmond Hill new office. Coordinated on selection and transferring 20+ employees.
* Drafted 2017 HR plan.
* Partnered with the business to achieve its objectives by identifying human resources and organizational development issues.
* Formulated recruitment strategies and recruited three financial consultants.
* Organized and coordinated employee training.

**HR Manager 2013 – 2016**

**Int’l Division, Weichai Group**

*The largest, multinational company operates on engines and vehicles, powertrains, luxury yacht and automotive parts.*

* Formulated innovative global people strategy of a mixture team composed of 50% expatriates and 50% local hires.
* Restructured global sales teams.
* Provided HR solutions to improve productivity. Revenues in 2014/5 increased up to 38% YOY.
* Developed global recruitment strategies. Hired 5 sales directors and 12 senior sales managers.
* Launched new performance management policies and schemes based on balance scorecard, KPIs, and forced distribution.
* Designed global compensation strategy and programs.
* Established HR policies and procedures mostly from scratch.
* Provided HR integration to an acquired French company.

**Corporate HR Manager 2008 – 2012**

**Trina Solar**

*A leading large-scale, multinational, and NYSE traded solar company with 22 overseas companies/offices in EU, the Americas, and APMEA.*

* Established Canada and US operations from scratch.
* Grew employees from 4,000+ in 2009 to 11,000 in 2011
* Expanded from 1 overseas offices/countries in 2009 to 22 in 2012 with 25 nationalities.
* Recruited 73 assistant directors and above employees, accounting for 68% of all senior management team. Grew global sales teams from 10- to 140+ generating 76%-98% of the company’s revenue. Hired more than 400 managers and below staff worldwide.
* Established the European HQ and North America HQ in 6 months averaging 7-10 new hires per month. Saved $230,000 USD recruitment expenses.
* Created the global pay scales, annual bonus pay-out, incentive plan, and employee benefits program.
* Signed contract and outsourced all international payrolls to ADP.
* Worked with IBM Consulting improving performance management culture and systems.

**HR Specialist 2004 – 2008**

**Seagate Technology International Co. Ltd.**

*World’s largest company in storage industry with annual revenue of $12.7 billion and more than 55,000 employees in 2008. The factory produced about 20% of the total volume in the world.*

* Recruited over 700+ employees per year
* Slashed the historically high turnover on contract operators by 26% within five months saving USD 1.07M using Six Sigma approaches.
* Launched the leadership development program for supervisors, the first one globally.
* Participated into the lay-off of PCBA plant shutdown with 90+ employees.
* Supported the M&A with Maxtor

##### Education

**HR Bridging Program**, Seneca College

**MBA,** Oklahoma State University

**B Ed,** Sichuan Normal University

##### NGO Volunteer

**Board member, OBEC Ottawa 2020-Current**

**Committee Member and Mentor, HRPA York Region 2016-Current**

**HR Advisor, HREC** **2013-Current**

**Committee Member, Calgary HR Association 2008**