

Christopher J. Stogdill

(208) 860-9895

EXECUTIVE SUMMARY

Proven success evaluating current methodologies and recommending alternative activities to increase efficiencies or generate growth. Excellent history of implementing or revitalizing programs.

EXPERIENCE

Human Resources Management

Evaluated and analyzed existing company job descriptions, pay structure and employee benefits programs prior to formulating and implementing new descriptions and total compensation packages.

- Improved annual staff turnover rates from over 40% per year to 10% per year

Drafted work center Human Resources policies and procedures to replace non-existent policies.

- Reduced company liability while protecting corporate image from industry-sensitive HR issues

Developed resource materials and conducted hands-on training for internal and external customers from the United States, Belgium, Canada, France, Germany, Kuwait, Netherlands, and Turkey.

- Integral to success of several hundred multi-national joint operations

Researched relevant topics for production of informational presentations and training manuals.

- Utilized by management to provide required certification training at industry conferences

Operational Management

Developed strategic plans to advance the company's mission and objectives in order to promote revenue, profitability, and growth as an organization

- Doubled company size in employees and revenue in three year timespan

Oversaw company operations to insure production efficiency, quality, service, and cost-effective management of resources.

- Increased margin 2% while maintaining staff client loads and increasing staff compensation

Analyzed programs to identify growth opportunities; Planned, developed and executed program changes that streamlined company resource allocation while generating new revenue.

- Implemented program realignment resulting in 26% annual growth rate versus static programs

Reviewed activity reports and financial statements to determine progress/status in attaining objectives; Revised objectives and updated plans in response to changing environmental conditions.

- Supervised lengthy bid process for State contracts accounting for 1/3 company client base

Promoted the company to local, regional, national, and international constituencies.

- Traveled up to 35%, visiting clients, conducting sales calls, and attending industry functions.

Information Systems Management

Realized deficiencies in current methodologies and implemented new inventory control measures.

- Restored accountability for over \$1.25 Million in crucial communications equipment.

Analyzed client intake procedures and implemented new streamlined enrollment procedures.

- Reduced time needed to enroll new clients 82%, resulting in higher enrollment rates

Supervised work center migration from Athena case management database to custom-built database.

- Careful planning and work center training resulted in zero downtime during data migration

Successfully refined and implemented new projects for information security.

- Efforts benchmarked by US Army after defending against problematic virus penetration

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EMPLOYMENT

Apprequity, LLC	Consultant	2010 to Present
Southworth Associates	Manager Support Services & Special Projects	2010
	Chief Executive Officer	2008 to 2010
	Office Manager	2006 to 2008
	Compliance Monitor	2005 to 2006
Fred Meyer	HOM Relief Assistant Manager	2000 to 2004
	HOM Sales Associate	2000
United States Air Force	Enlisted Terminal Attack Controller	1996 to 2000
	Tactical Air Command & Control Specialist	1992 to 1996

EDUCATION & CERTIFICATIONS

B.S., Human Resources Management, Boise State University 2011

B.B.A., General Business Management, Boise State University 2005

A.S., Information Systems Management, Community College of the Air Force 1996

On-the-Job Certifier Course, United State Air Force 1997

On-the-Job Train-the-Trainer Course, United States Air Force 1997

Competent Communicator & Advanced Leader Bronze, Toastmasters International 2011

Certificate of Learning, Assurance of Learning Assessment for Graduating HR Students, 2011, Society for Human Resource Management (SHRM). Confirms that I possess the minimum knowledge required to enter the HR profession as defined by SHRM.

MEMBERSHIPS & COMMUNITY INVOLVEMENT

Finance Committee Member, Oregon Trail District, Ore-Ida Council, Boy Scouts of America
Member, Society for Human Resource Management (SHRM)

Vice President of Education, Toastmasters International Club 61

National Tournament Manager, Kenzer & Company's HackMaster Association

HONORS & AWARDS

Department of the Army

Multiple Commendations, Honorary Black Knight

Department of the Air Force

Multiple Commendations, Distinguished Graduate Airman

Leadership School, Distinguished Graduate Joint Firepower

Command & Control School, 1st Place United States Air Forces in

Europe TACCS Challenge (Job Competition), Non-Commissioned

Officer of the Quarter (1/1997), Airmen of the Quarter (2/1994)

Boy Scouts of America

Eagle Scout, Vigil Honor Member, Arrowman of Achievement

Kenzer & Company

Honorary Knight of the Dinner Table

SKILLS

Microsoft Office, Public Speaking, Human Resources Management, Operational Management, Information Systems Management