

EMANUEL MCCRAINEY

Human Resources Executive – Verifiable track record and reputation of adding value through strategic human capital initiatives, cost management and employee development. Combining years of diverse experience, relationship building and general business acumen to build a culture of teamwork, accountability and achievement.

Change Management – Drove comprehensive change and improved effectiveness of HR Teams by changing the HR Business Model, leading with integrity and honesty, while building a solid business relationship with Business Partners and Union Leadership. Led talent assessment and defined key competencies as part of a large scale Sales and Operations reorganization initiative.

Business Growth and Talent Management – Led nationwide talent acquisition, retention and re-alignment strategy in support of the President’s business growth plan. Identified and closed talent and skills gaps and led multi-level succession planning including Sr. Executives.

Coaching – Advise Sr. Executives and General Managers on cultural change, strategic talent management and performance management to drive sustainable business outcomes and foster an environment of ownership and continuous improvement.

Competencies

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|-----------------------|------------------------|-------------------------------|----------------------------|
| Talent Management | Training & Development | Compensation | Employee / Labor Relations |
| Relationship Building | Union Avoidance | Change Management | Performance Management |
| | Talent Acquisition | Diversity, Equity & Inclusion | |

Blue Cross Blue Shield Kansas City (BCBSKC)

2020 - Present

A Kansas City Missouri based Healthcare Insurance company with more than 1500 employees with a mission to provide **affordable access to healthcare and to improve the health of our members**. BCBSKC offers unique and affordable health insurance products to a broad and diverse customer base comprised of over 1 million members within 32 counties of the states of Missouri and Kansas.

Current role - Dept. Vice President of DEI & Talent Acquisition

Provide strategic leadership, direction and oversee the implementation of sustainable programs, policies, and initiatives to attract, recruit and retain a broad and diverse workforce to help BCBSKC achieve its mission and goals. My responsibility includes long range planning of new talent acquisition programs to elevate talent and retention of internal employees and to provide a strong value proposition for external hires.

Smithfield Foods, Kansas City, Missouri

2007-2020

A \$15 billion dollar global food manufacturing company and the world's largest hog producer and pork processor, which manufactures and sells private labeled and branded food products.

Initially recruited by the SVP of HR to reduce organization wide talent management and employment costs, establish and execute an employee training and development strategy and develop a credible business relationship with Organized Labor Representatives.

Director of HR, Fresh Meats and Pet Food Division Operations

Previous HR Director roles: Compensation, Training and Development, Recruitment, Employment and Administrative Services, Employee Engagement-Diversity and Inclusion, Labor and Employee Relations

Provide strategic and full scope HR leadership and support to Sr. Operations Executives and HR staff at 12 manufacturing facilities with over 20,000 employees throughout the US.

- Selected for Smithfield Foods High Potential “Top Gun” Program.
- Implemented Employee Development and Succession Management model saving \$1M.
- Negotiated Labor Agreements and implemented wage and benefit strategies saving \$8M.
 - Led 3 successful Union Avoidance campaigns within the last 12 months
- Created and led HR Continuous Improvement Team, which reduced turnover from 28% to 13%.
- Led the selection and training of new sales process model for all company sales teams.

Kansas City, Missouri School District

2001-2007

Metropolitan School District with approximately 35,000 students, 50 instructional sites and over 3000 teaching and operations staff.

Asst. Director of Human Resources

Recruited by the Superintendent of Schools to contain costs, establish consistent HR processes, and improve HR service delivery and Labor Relations.

- Led reorganization of HR Department and Student Support Services saving \$125K and improved operational efficiency.
- Established Succession Plan for key Sr. Administrative and Operations Leadership staff.
- Implemented performance based contracting and reduced outside contract costs 25%.

Education

MBA – Webster University, Kansas City, Missouri, 2006

BS – Park University, Parkville, Missouri, 2000

Board and Professional Affiliations

Past Board Member Derrick Thomas Academy Charter School

Past Board Member Greater Kansas City Business Leadership Network

Society for Human Resources Management (SHRM)

Kansas City Compensation and Benefits Association

Kansas City Procurement Roundtable (Member)

Kansas City Chamber of Commerce Diverse Business Committee (Member)

Professional Development – Certifications

Center for Creative Leadership – Leadership Development Program

Kai Thought Bridge Labor Relations and Interest Based Bargaining

Certified Trainer in Employee Relations and Civil Treatment for Leaders

IMPACT Sales Process Model

Certified HR Project Manager