

Selena Eickenhorst

VP of Human Resources

Details

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Profile

A dynamic and strategic VP of Human Resources with 10 years of experience in leading HR operations, enhancing organizational effectiveness, and implementing innovative workforce solutions. Proven expertise in talent acquisition, performance management, employee engagement, and organizational development. Adept in fostering strong employee relations and driving HR initiatives that positively impact business outcomes. Committed to creating a positive work environment that attracts, retains, and develops top talent to achieve organizational success.

Employment History

Vice President of Human Resources at Ball Corporation, CO

Mar 2023 - Present

- Successfully implemented a company-wide employee engagement program that increased overall satisfaction rates by 25% and reduced annual employee turnover by 15%.
- Led the development and execution of a comprehensive talent acquisition strategy, resulting in a 30% reduction in time-to-fill for key leadership positions and a 20% increase in diverse hires.
- Streamlined HR processes and systems, including the successful integration of two acquired companies, which led to a 10% reduction in HR operational costs and improved overall efficiency within the department.

Director of Human Resources at Western Union, CO

Sep 2019 - Feb 2023

- Successfully reduced employee turnover rate by 25% within two years by implementing targeted retention strategies and improving employee engagement through feedback and recognition programs.
- Streamlined the recruitment process, resulting in a 30% decrease in time-to-fill for open positions and a 20% increase in offer acceptance rates, while maintaining a 95% new hire satisfaction rate.
- Developed and executed a comprehensive training program that increased overall employee productivity by 15% and led to a 10% improvement in employee performance ratings.
- Implemented a company-wide diversity and inclusion initiative, resulting in a 35% increase in underrepresented groups within leadership roles and a 50% decrease in reported discrimination incidents.

Senior Human Resources Manager at Vail Resorts, CO

Jul 2013 - Jul 2019