

DOUGLAS J. ZANCANELLI, MS, SPHR

303-726-4262

D.Zancanelli@gmail.com

Dynamic leader and performance-driven Senior Executive offering 20 years' comprehensive business acumen across diverse disciplines, cultures, and economics. Recognized for ability to incorporate innovative management techniques resulting in enhanced business practices, increased productivity, and profits. Proven success improving employee loyalty, employee retention, and overall business success by effectively driving operations and corporate initiatives with a strong record of achievement translating business needs and growth through aggressive initiatives, market trend analysis, and market penetration. Exceptional communication and relationship management skills, with proven ability to build rapport with a broad range of employees, business partners, and community members. Additional expertise in:

- ◆ Strategic Planning & Growth
 - ◆ Change / Process Leadership
 - ◆ Talent Acquisition & Retention
 - ◆ Benefits Administration
 - ◆ Employee Relations
 - ◆ Competency Improvement
 - ◆ Compensation Analysis
 - ◆ Employment Law
 - ◆ Total Reward Strategies
 - ◆ Workflow Optimization
 - ◆ Policy Development
 - ◆ Training and Development
 - ◆ HRIS Systems
 - ◆ Team-building
 - ◆ Customer Service Programs
 - ◆ Merger & Acquisitions
 - ◆ Expense Control & Budgeting
 - ◆ Multi-Unit P & L Analysis
 - ◆ New Market Development
 - ◆ Risk Management / Safety
 - ◆ D.O.T. / FMCSA Regulations
 - ◆ Logistical Management
 - ◆ Supply Chain Management
 - ◆ Fleet Management
- ◆ OSHA, HAACP, COBRA, HIPPA, EEOC, INS, FMLA, and Workman's Compensation Regulations

TRACK RECORD OF SUCCESS

- Grew business from \$150,000 per year "Mom and Pop" shop into \$120 million per year successful company.
- Recruited, developed, and led upper management teams collaborating as a focused unit to achieve aggressive business goals and drive evolution of concepts into achievable business strategies. Developed and implemented strategies that increased market share and profitability 500%.
- Developed, grew, and guided entire company from a ground floor company into a successful multi-million-dollar corporation through innovative strategic planning and entrepreneurial spirit. Effectively directed and managed operations process with close attention to budgets, timeframes, and quality specifications.
- Designed and implemented fleet strategies complete with long term cost, total cost of ownership, safety and sustainability elements. Developed standard design and replacement strategy for all fleet and equipment linked to financial and capital plans along with implementing fleet management system with a view toward fleet maintenance performance, compliance, efficiency accounting for a cost reduction of 47%.
- Developed and managed staffing strategies and processes including headcount forecasting, cost-effective sourcing techniques, consistent assessment standards, relocation assistance, post-hire assimilation methods and metrics to track and monitor outcomes and performance.
- Designed and implemented learning and development programs delivering effective methods of assimilating new employees. Developed essential product knowledge and capability among technical staff. Developed leaders and built understanding and competencies in the use of HR programs such as performance management and succession planning.
- Developed strategies for performance-based total compensation program including base pay, short-term and long-term incentive programs, special recognition awards, and benefits packages within several industries which effectively attracted, motivated and retained top talent and personnel.
- Designed performance management systems by effectively evaluating employee performance against company-aligned objectives and responsibilities.
- Led people-related issues connecting them with business combinations, such as merger and acquisitions.

- Implemented workforce planning methodology to identify future competency, knowledge and talent needs. This included succession-planning programs for management and key contributor positions and developing requirements preparing them for new responsibilities.
- Increased corporate efficiency by establishing department accountabilities, including talent acquisition, compensation, benefits, training and development, records management, safety, succession planning, employee relations and retention, AA/EEO compliance, and labor relations.
- Lowered turnover percentage from 27% per year to 2% per year.

PROFESSIONAL EXPERIENCE

DIRECTOR - COMMERCIAL SUPPORT SERVICES, ECO-CYCLE, BOULDER, CO 2018-PRESENT

Manage and direct Logistics, Transportation, Sustainability Development, and Business Development including leading sales strategy; calculating, analyzing, and improving effectiveness of departments, developed corporate revenue goals; marketing program, profit & loss, budgets, and human resources. Responsible for 32 employees including 2 managers.

SENIOR MANAGER, OPERATIONS & BUSINESS DEVELOPMENT, NORTH AMERICA LAND OPERATIONS, HB RENTALS, 2016-2017

Onsite accommodations and services specialist company. Designed, implemented, Managed, and Directed Business Development for Corporate Land Operations including relationships, marketing, quote process, and increasing overall revenue for organization by 70%. In addition, directed and managed regional operations of organization including profit & loss, budgets, and human resources. Responsible for 33 employees.

PRESIDENT & CHIEF OPERATING OFFICER , R.C. L. CORPORATION, NIWOT, CO 1992 – 2016

Leading Colorado Company specializing in commercial transportation, industrial services, excavation, environmental sciences, civil / environmental engineering and human resources consultation.

Directed and managed all facets of operational efficiencies and human resources including overall marketing strategy and market share, financial resources and operating resources while maintaining budgetary constraints to ensure profitability. Allocated management resources to meet economic requirements. Responsible for 500 employees, 200 commercial vehicles and equipment, and 3 offices located throughout Colorado and corporate office in Niwot, Colorado.

ADDITIONAL SKILLS

- Articulate and superb communicator at all organizational levels with exemplary presentation and interpersonal skills, strong influencing skills, and the ability to establish credibility with all including senior leaders throughout organization.
- Inspirational and excellent collaborative leadership with strong proven ability providing coaching members of team on leadership and organizational issues plus strong dedication to customer service.
- Action oriented and strategic thinker / executive comfortable with complex problem solving and timely decision making linking strategy to day-to-day priorities.
- Exceptional leadership, mentoring, coaching, and teaching skills with extensive experience developing and leading teambuilding activities including facilitating and training several levels of organization from executive management to “rank and file” membership.
- Highly intellectual capacity excelling in employee relations and contract negotiations.
- Optimistic, fun, positive sense of humor, and positive individual with high standards of personal values and business performance expectations. Overall just a “great guy!”
- High energy individual with a strong bias for action, ability to juggle multiple priorities while delivering on commitments, with unquestioned integrity and candor.

- Excellent knowledge and implementation of a broad range of benefit programs, including Health, Dental, Vision, Life, Short Term Disability, Long Term Disability, and a variety of retirement accounts.
- “Hands On” management style with demonstrated experience managing collaboratively and effectively.
- Outstanding ability to present and enact change management ideas and recommendations to executive leadership and throughout organization.
- Excellent knowledge / experience with Microsoft Office Suite, HRIS systems such as: ADP, Kronos, PeopleSoft, Timeclock, Quick Books, and numerous Transportation programs such as Sage, Com-data, and others.
- Flexible and ability to manage ‘on the fly’

ACADEMIC PREPARATION

UNIVERSITY OF COLORADO,
TARKIO COLLEGE,

Denver, Colorado
Tarkio, Missouri

Master of Science: Behavioral Psychology
Bachelor of Science Business Management