

KIMBER RUSSELL

📞 208.421.8170

in kimberrussell

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📍 4174 E Stonebridge Dr.
Meridian, ID 83642

PROFILE

Well-rounded candidate prepared and enthused to perform at an executive level. Organizational design, coaching, small independent chain management, corporate leadership, and small business ownership experiences allow me to leverage various skills to develop and maintain lasting professional relationships and deliver high results.

EDUCATION

DOCTOR OF
BUSINESS ADMINISTRATION
Est. Completion May 2021
Walden University
2016 - Current

MASTER OF
BUSINESS ADMINISTRATION
Northwest Nazarene University
2014 - 2015

BACHELOR OF SCIENCE IN
BUSINESS ADMINISTRATION
Northwest Nazarene University
2012 - 2014

ASSOCIATE OF
LIBERAL ARTS
College of Southern Idaho
2009 - 2011

INTERESTS

Indoor rock climbing
Die hard KC Chiefs NFL Fan
Camping
Golfing
Deep sea fishing
Riding roller coasters

SKILLS

Employee engagement
Employee retention
Customer experience
Incentive planning
Leadership
Team building
Research
Marketing Strategy
Category Management

PROFESSIONAL EXPERIENCE

CHRO *MGC Roofing & Construction, Inc. | October 2019 - Current*

- Manage, control, and direct all Human Resource functions and services for three separate company entities.
- Established and coordinate a well-rounded orientation program (on-boarding) at the organization and departmental level, create road-map criteria for job mobility, and establish pay for performance compensation structure with supporting quarterly metrics evaluation review.
- Attract and retain productive, qualified employees. Maintain competitive wages, benefits, and classification systems.
- Establish, cultivate, and enhance ESOP culture, financial literacy, and business acumen for 90 employee owners.
- Review training needs for staff and management and direct and assist in development and deployment of training programs and materials.
- Advise leadership on Human Resources policy, procedures, operations, employee relations, recruitment and employment, wage and hour, salary, record keeping, training, benefits, regulatory compliance, and any other relevant employee centered issues and concerns.

DIRECTOR OF COACHING AND CURRICULUM DEVELOPMENT

GRITT Business Coaching | National | August 2018 - Current

- Create and communicate targeting value propositions and define target markets.
- Evaluate the overall feasibility of internal and external projects.
- Partner with interdepartmental teams to promote the needs of the market place.
- Primary quality control resource for problem identification and resolution.
- Educate and train employees, coaches and trainers.
- Business coach specializing in retail delivery.

PROPRIETOR *1% Consulting LLC | Boise, ID | October 2014 - Current*

- Development and implementation of strategic sustainability initiatives.
- Organizational dynamics and leadership training.
- Industry and market specific strategic planning to increase profitability for small business operations.
- Resource management and community involvement through networking.

ADJUNCT PROFESSOR *COLLEGE OF WESTERN IDAHO | Nampa, ID | September 2016 - Current*

- Preference: online instruction and hybrid course delivery.
- Certified to teach all business-related courses.
- Rated 5.0 overall quality on Rate My Professors.
- Taught business courses for 7 consecutive semesters.

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MEMBERSHIPS

TWIN CITIES HUMAN RESOURCE ASSOCIATION
Walden University Chapter

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Lifetime Member

SOCIETY FOR HUMAN RESOURCE MANAGEMENT
Local Chapter Member

PROFESSIONAL EXPERIENCE

CATEGORY, MERCHANDISING, AND MARKETING MANAGER *Stinker Stores | Boise, ID | July 2017 - September 2018*

- Marketing campaign creation, implementation, execution, and strategic planning.
- Oversight of 107 stores in 3 states regarding merchandising, marketing, and category management.
- B2B sales and purchasing, including managing relationships with key vendors and 2 warehouses.
- Managed local and remote teams in 3 departments and 2 divisions.

RETAIL/REGIONAL TERRITORY MANAGER *Stinker Stores | Boise, ID | September 2015 - July 2017*

- Achieving sales goals while focusing on gross margin percentage and dollar contribution.
- Leadership and development program creation and implementation.
- Operational oversight - 15 store locations: quality assurance and compliance management.
- Special project management on behalf of Director of Operations.

NON - PROFIT BOARD EXPERIENCE

BOARD MEMBER - Chair (2 years) Vice Chair (1 year) Marketing Chair (1 year) *SERVE IDAHO | January 2016 - Current*

- Re-evaluation of commission committees and restructuring.
- Implementation of commission strategic operational dashboard.
- Navigation of commission through reappointment process – participation in review and recommendation process for commission reappointment.
- Led efforts to transition commission from Idaho's Brightest Stars to partner with the Idaho Nonprofit Center for Idaho Philanthropy Days.
- Worked in cooperation with ED to reformat commission meetings to completely virtual for 2020.
- Develop strategies for commissioner engagement.

BOARD MEMBER *Mccaile Meadows Homeowners Association | May 2019 - Current*

- Maintains fiscal oversight, neighborhood compliance to CCNRs, and neighborhood engagement and activity planning.
- Key priorities: Traffic pattern safety, park enhancement with playground equipment and adequate insurance, and neighborhood engagement.

BOARD MEMBER *Boise Valley Habitat for Humanity | November 2019 - Current*

- Worked closely with ED in securing essential grants for BVHFH capacity building estimated at \$50K.
- Implemented staff culture evaluation and helped develop steps to strengthen staff performance and cohesiveness through culture strategy and coaching models
- Collaboratively worked with ED to create and hire two new positions to strategically align future growth .
- Oversaw rewrite of employee handbook and created strong HR policies for both board and staff.
- Provided crucial insight for difficult personnel matters both internally and externally.

COMMITTEE MEMBER *Idaho Nonprofit Center | October 2020 - Current*

- Serving on HR Task force with focus on compensation, benefits, and strategic long term initiatives for employee retention.