

Katie Honadle, SHRM-CP

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[Work Experience]

The New York Times

November 2018 - Present

HR Business Partner, Technology

- Manage business partner team supporting 700+ Technology employees across Product Engineering, Enterprise Technology, and Information Security
- Work with senior leadership on initiatives including new RSU program rollout, compensation planning, re-organization, career ladders, goal setting, unionization efforts, and cross-functional work, including in 1+ year absence of a CTO
- Serve as a coach, giving guidance and consultation in areas of career development to leaders and managers including calibration, promotions and underperformance
- Work with the Talent Development and HR teams to identify training, materials, people metrics, best practices and other organizational needs for teams and individuals

Condé Nast

February 2018 - November 2018

Generalist, People

- Provide HR support across technology and editorial: Data, Business Development, Project Management & Allure, Teen Vogue, Vanity Fair, The New Yorker, GQ, and them.
- Serve as strategic partner for succession planning and reorganizations, partnering with external legal counsel when needed
- Partner with internal recruitment and operations teams to maintain headcount information, as well as any hiring and termination needs
- Handle any investigation and resolution of employee relations issues as they arise

Time Inc.

June 2015 - February 2018

HR Generalist, Associate Manager

- Serve as sole HR Generalist in NYC for Global Technology Services and Consumer Marketing & Revenue client groups
- Work with employees through entire lifecycle from onboarding to exit interview, assessing employee needs, benefits, policy questions and company culture
- Guide all management levels through compensation planning, reorganizations and severance, succession planning, and HRIS system navigation
- Assist with roll out and knowledge transfer from PeopleSoft to Workday, as well as project managing severance tool, audit compliance, and automation of org charts
- Serve as advisor for Women in Technology affinity group, as well as co-launching company sports sponsorship program

FAO Schwarz

September 2014 - June 2015

Human Resources Department Supervisor

- Manage university relations in the NYC area, setting up visits and attending job fairs
- Screen candidates, recruit, and hire for the entire 5th Ave. Flagship location
- Complete all new hire paperwork and all training to the sales floor
- Oversee ongoing conflict resolution, conduct investigations and oversee resolving harassment claims for all personnel

[Education & Certification]

Western Kentucky University

- Bachelor's Degree: Human Resource Management
- Bachelor's Degree: Social Media Marketing

Society for Human Resource Management

- Certified Professional, February 2017

References available upon request.