

# GARY L. BALDRIDGE

241 Central Park N #43

New York, NY 10026

210-724-2173 \* [garybaldridge@hotmail.com](mailto:garybaldridge@hotmail.com)

## CAREER HIGHLIGHTS

- Restored employee relations within 8 months in both for-profit and not-for-profit groups, in both unionized and non-unionized environments
- Designed, trained staff and supervised full-cycle strategic and operational planning for an international non-governmental organization
- Championed the design and implementation of an employee wellness program for global staff
- Reduced corporate expense and liability by establishing effective governmental compliance mechanisms
- Created and coordinated self-managed work teams with long-distance accountability
- Created and developed HR processes for 2 fast-growing companies
- Created and implemented rural poverty initiative now in 10<sup>th</sup> year

## PROFESSIONAL EXPERIENCE

### **Human Resource Manager, International & NY Staff**

CWS, New York, NY

2008-present

Employee relations for NY management and staff of humanitarian-assistance agency

Liaison to Amity Foundation of China

Liaison to Forum on International Personnel

Interpreter and ongoing developer of international HR policy for overseas personnel

Member of Executive Security Review Team

### **HR Manager & Safety Coordinator**

SWECS, Converse, TX

2005-2008

Managed all personnel processes and benefits \* Maintained safety compliance

- Updated/implemented procedures for I-9, EEO and OSHA compliance
- Developed systems to accommodate 150% growth in personnel
- Led in expansion of benefits to include disability insurance, credit-union membership and financial planning services

**Co-Coordinator, Global Missions**

CBF, Atlanta, GA

1996-2004

Directed 150 field representatives and staff in 25 countries, with \$12M budget

- Led staff in helping to raise more than \$20M in annual, end-of-year campaigns
- Trained self-managed work teams on 4 continents in consensus decision-making, peer accountability and conflict management
- Led intercontinental teams to establish full-cycle strategic and operational planning

**Assistant Manager**

Borders Books and Barnes &amp; Noble, Houston, TX

1994-1996

**Associate to Area Director**

IMB, Richmond, VA

1977-1994

From London directed 100 field representatives ranging from Morocco to Kazakhstan

**Overseas Field Representative**

Entrepreneurial, start-up assignments in publishing and in community organizing in Zambia, La Reunion and France, with travel throughout Africa, Europe, Middle East and Caucasus

**Journalist**

Albuquerque (NM) Tribune and Abilene (TX) Reporter-News 1973-1976

**EDUCATION**

Bachelor's degree in journalism, School of Communications, University of Texas at Austin

Graduate studies in theology, Golden Gate and Southwestern seminaries

Intensive, 12-month, French-language study, Institute Touraine, City of Tours, France

OSHA 30-hour, 10-hour and other safety training courses

**EXPERTISE**

Organizational Needs Assessment \* Internal Communications \* Self-Managed Work Teams  
Strategic Planning \* Operational Planning \* Team Building \* Intercontinental Management  
Long-Distance Performance Accountability \* Customer Service \* Fluency in French  
Employee Relations \* Crisis Management \* Expatriate Overseas Life and Work

Also: Author of executive biography; member of Society for Human Resource Management