

Diane Willard Thomson .

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QUALIFICATIONS SUMMARY

Highly technical, hands-on Project Manager and HR Specialist with a wealth of knowledge and experience in the technical and business side of human resources.

- ▶ **Human Resources:** Gain an in-depth understanding of HR functions and specifics in areas like training and development, hiring and on-boarding, recruiting, talent management, HRIS, compliance, and other business unit processes.
- ▶ **Information Management:** Organize and streamline the storage of important data through HRIS, software, and other web-based applications. Customize applications that exceed the expectations of key stakeholders in the HR organization.
- ▶ **Project Management:** Deploy Agile and Waterfall project management methodology to champion and guide complex technology projects. Gather requirements from the HR team and fully integrate all technical specifications. Collaboratively lead a talented project team.
- ▶ **Key Strengths:** Analytical and reporting skills, innovative new technology and systems, software development and launch, user training and acceptance, communications, continuous process improvements, testing programs.

EDUCATIONAL BACKGROUND

Bachelor of Science in Computer Science

ROCHESTER INSTITUTE OF TECHNOLOGY, Rochester, New York

PROFESSIONAL EXPERIENCE

WAL-MART STORES INC., Bentonville, Arkansas

Project Leader - HR Enablement (4/2017 - 4/2018)

Championed several complex projects that encompassed the GRS (Global Recruiting Systems) and Workday initiatives commissioned by the senior leadership team.

Selected Contribution

- Gathered information and requirements to draft and release user stories and test plans. Worked tirelessly on testing initiatives to effectively complete changes and new releases.

Project Leader (8/2015 - 4/2017)

Strategically lead several projects that aimed to improve the availability, efficiency, productivity, and ease of end-user use for the entire HR organization.

Selected Contributions:

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- Deployed the use of Agile and Waterfall project management methodology. Organized and streamlined tasks to effectively utilize cross-functional team resources.
- Translated end-user requirements into unit and other testing functions. Ensured the quality and integrity of the application/end product.

Manager I - Programs & Processes for the Enablement Initiatives Team (11/2011 - 8/2015)

Authored and released the proposal management for the automation of the Audience Planning Tool. Collaborated with two vendors to obtain bids and sub-contracted work.

Selected Contributions:

- Presented vendor information after assertively negotiating position. Empowered the team with the tools and resources to succeed.
- Facilitated training content as the lead for all logistics-based courses. Coordinated audience participation, course materials, and content for maximized participant comprehension.

Senior Project Specialist (8/2009 - 11/2011)

Spearheaded special projects like the LOA (Leave of Absence) Calculator and MyWalmart Test Environment and Cybergrants Additional Grant Types.

Selected Contributions:

- Launched a comprehensive LOA Calculator that tapped into existing employee information databases. Quickly and accurately calculated LOA days remaining.
- Classified grant types and ensured they were accurately categorized in the system. Reduced and consolidated storage locations for maximum efficiency.

Senior Programmer Analyst (11/1996 - 8/2009)

Directly supported the development of HR systems like Career Preference, Career Portal, and Hiring Center. Developed and launched Hiring Center Kiosks and other backend applications.

Selected Contributions:

- Constructed legal inquiries by generating complex SQL sequences to retrieve data. Transformed data into useful reports that drove critical decision-making processes.
- Routinely analyzed the effectiveness of applications and HR business processes/system. Recommended updates and changes that drove efficiency and productivity.

MICROLYTICS, Rochester, New York

Software Engineer (7/1995 - 10/1996)

XEROX CORPORATION/ELECTRONIC DATA SYSTEMS (EDS), Webster, New York

Software Engineer (3/1993 - 7/1995)