

## NATHANIEL ALSTON, JR.

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**SENIOR LEVEL HUMAN CAPITAL CONSULTANT** experienced in change management and strategic business partnerships. Ability to build and manage human capital departments focusing on service, team effectiveness and productivity to internal and external stakeholders.

### SUMMARY

Human Resources Executive with experience in the Financial Services, Food Service, Hospitality and Healthcare Industries. Human Resource and Management experience includes: Strategic Planning, Business Management, Employee Relations, Labor Relations, Policy Interpretation, Recruitment and Training, Employment, Succession Planning, Budget Development, Union Avoidance, Benefits, HRIS Planning.

### EMPLOYMENT HISTORY

**THE HORIZONS GROUP, LLC** Columbia, MD 2001 - Present

**President/CEO** Human Capital consulting firm specializing in strategic planning, management training, human resources development, talent acquisition, organizational development, and executive search.

**State Employees Credit Union of Maryland**, Linthicum, MD 1996 - 2001

**Vice President, Human Resources**. Responsible for the Human Resources & Facilities function for a 425 employee Credit Union. The credit union had 1.5 billion in assets; ten branches and was ranked as the 27th largest credit union in the country. Supervised a staff of nine. Member of the Strategic Planning Team. Trustee & Plan Administrator of the 401K Employee Retirement Plan.

1. Introduced and implemented a corporate university training concept.
2. Implemented a new combined HRIS/Payroll (Windows-based) system.
3. Restructured the Personnel department to a Human Resources Department.
4. Implemented a 401K savings & retirement program to the employees of the credit union.
5. Implemented a new salary compensation structure.

**THE HORIZONS GROUP**, Columbia, MD 1993 - 1996

**President & Founder** Human Resources consulting firm specializing in training, human resources, recruitment, employee relations, executive search, EEO investigations, Union Avoidance.

**SERVICE AMERICA CORPORATION**, Cheverly, MD 1990 - 1993

**Director, Human Resources**. Established and was responsible for the Human Resource function for the Eastern Region consisting of 8,000 employees covering 16 states and multiple lines of business: Vending, Corrections, Dining and Recreational Services. Supervised a staff of four.

1. Responsible for recruitment, training, employee relations, salary and benefits coordination.
2. Defeated Teamsters resulting in a union-free environment.
3. Designed and implemented union avoidance training programs for management.
4. Developed region's first field management training program; proven so effective, was expanded nationwide. Course subjects include Sexual Harassment, Customer Service, Total Quality Management, Behavioral Interviewing, Counseling and Disciplining.

MARRIOTT CORPORATION, Washington, D.C.

1988 - 1990

**Manager, Employee Relations.** Directed nationwide efforts focused on maintaining a union-free environment throughout Corporation's six divisions: Hotel, Food Service Management, Travel Plazas, Host, In-flight, Restaurant Operations. Typical projects included start-ups, trouble-shooting, and employee relations problems, union avoidance and crisis intervention.

1. Conducted union avoidance campaigns with 100% success rate and dramatic reduction in filings of unfair labor practices.
2. Designed and implemented union avoidance training programs for management.
3. Consulted, advised and trained management staff throughout company on disciplinary actions, as well as providing final resolution on the most volatile employee relations issues.

PYA/MONARCH, INC., Greenville, SC

1987 - 1988

**Manager of Employee and Community Relations.** Responsible for corporate staffing, AAP, EAP, community and employee relations for the headquarters staff of a nationwide food distribution company with \$1 billion in revenue, 30 locations with 6000 employees. Introduced an Affirmative Action program and a corporate-wide recruiting system.

BAPTIST MEMORIAL HEALTH CARE SYSTEM, Memphis, TN

1986 - 1987

**Manager, Employee Relations.** Responsible for staffing, employee relations, and union avoidance for this 3000-bed hospital in 3-hospital system with a total of 7000 employees. Directly supervised eleven employees.

HOLIDAY INNS, INC., Memphis, TN

1983 - 1986

**Manager of Employment.** Responsible for the coordination and implementation of executive level, mid-level, college recruitment for Hotel Group consisting of one division and six regions.

MARRIOTT HOTELS, Washington, D.C.

1981 - 1983

**Manager of Employment.** Responsible for the development of a college recruiting program. Interviewed and recommended applicants for Corporate and operations position. This included entry-level and mid-level positions.

Hughes Aircraft, Bendix Field Engineering Corporation,  
Holmes and Narver Company (HBH Company)

1979 - 1981

**Personnel Specialist.** Responsible for screening, interviewing applicants for technical and non-technical overseas (Saudi Arabia) positions for Department Of Defense contract.

#### EDUCATION

B.S. Law Enforcement, University of Maryland University College,

College Park, MD.

#### Board Memberships & Organizations

National Association of African Americans in Human Resources – Co-Founder & 2001 National President – Chairman of the National Board of Directors – 2014-2016

University of Maryland University College Alumni Association – 2010- 2012 President- Executive Board

National Association of African Americans in Human Resources – Baltimore Chapter – 1998 & 2004 Chapter President

Ujamaa Business Network – President & Founder

Reginald F. Lewis Museum – Board Member

Howard County Maryland Equal Business Opportunity Commission - Chair