
DENNIS K. WHITE SHRM-SCP, PCC
Executive - Leadership Coach-HR Consulting

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**COACHING
EXPERIENCE**

Professional Certified Coach (PCC) by the International Coach Federation (ICF)

Ten Years Formal Experience Coaching Internal and External Clients

Adjunct Faculty- Fielding Graduate University Evidence Based Coaching Program

36 years experience in Human Resources. Responsible for development of talent at all levels of the business. Most recent position was VP Organization and Human Resources for Lafarge US (An International Building Materials Company)

**EDUCATION/
CERTIFICATIONS**

B.S., Industrial Management – Georgia Institute of Technology

Juris Doctor – Woodrow Wilson College of Law

M. A. Organizational Development- Fielding Graduate University

Senior Certified Professional in Human Resources (SHRM-SCP)

Graduate Level Certificate in Evidence Based Coaching

Professional Certified Coach (PCC)

Registered Mediator in the State of Georgia

**EXPERIENCE
HIGHLIGHTS:**

Leadership/Facilitation

- As a member of senior management teams, led/facilitated discussions on key business priorities and how to work together more effectively to achieve these goals
- Provided leadership in adopting policies/actions to move toward a performance culture

Acquisition/Integration

- Worked on due diligence on small and large acquisitions
- Co-chaired the HR integration process of an acquisition of Blue Circle that increased our size by 40%
- Co-chaired the HR integration process in the Lafarge acquisition of Blue Circle

HR Planning

- Handled staffing for all types of employees
- Introduced competency models as a tool to select and develop employees
- Led the succession planning process in each organization, developed and implemented action plans

Employee Development

- Led management teams in identification of training needs
- Implemented a process for career discussions and development planning
- Participated in the identification, development and career management of high potentials
- Provide internal coaching to individuals and teams

Strategy/Policy Development

- Served on the HR leadership team in North America to develop strategy and policy.
- Participate in Global HR team to develop world-wide initiatives

Labor/Employee Relations

- Extensive experience in administration of union contracts including arbitration
- Acted as chief spokesman in a number of negotiations
- Developed policies and pay and benefits packages to support a motivated hourly workforce

**PROFESSIONAL
MEMBERSHIPS:**

State Bar of Georgia

Society for Human Resources Management – SHRM-SCP

International Coach Federation – Professional Certified Coach (PCC)