



MICHAEL ANDERSON

Talent Acquisition Director

Accomplished and strategic sports management executive with a focus on talent acquisition and organizational development. Expertise in identifying and nurturing talent within the sports industry, ensuring alignment with organizational objectives and culture. Demonstrated success in devising recruitment strategies that attract top-tier talent, resulting in enhanced team performance and organizational success. Strong ability to foster a collaborative and inclusive workplace culture that drives employee engagement and retention.

CONTACT

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- San Francisco, CA

EDUCATION

Master of Arts in Human Resource Management

University of Denver; Bachelor of Science in Sports Management
Ohio State University

SKILLS

- Talent Acquisition
- Organizational Development
- Diversity and Inclusion
- Employee Engagement
- Training and Development
- Performance Management

LANGUAGES

- English
- Spanish
- French

WORK EXPERIENCE

Talent Acquisition Director

2020-2023

Sports Talent Agency

- Developed and executed recruitment strategies that increased talent acquisition efficiency by 30%.
- Established partnerships with universities to create a talent pipeline for entry-level positions.
- Led training sessions on diversity and inclusion for recruitment teams.
- Managed a team of recruiters, enhancing their performance through coaching and mentorship.
- Conducted market analysis to identify competitive talent trends.
- Utilized applicant tracking systems to streamline the hiring process.

Organizational Development Manager

2019-2020

National Sports League

- Designed and implemented training programs that improved team collaboration and performance.
- Conducted employee surveys to assess engagement and identify areas for improvement.
- Facilitated workshops on leadership development for emerging leaders.
- Collaborated with executive leadership to align HR strategies with organizational goals.
- Monitored performance metrics to evaluate training effectiveness.
- Developed succession planning strategies to ensure talent continuity.

ACHIEVEMENTS

- Increased organizational diversity by 50% through targeted recruitment initiatives.
- Recognized with the 'Excellence in Talent Management' award by the Sports Workforce Association.
- Implemented a leadership development program that resulted in a 40% increase in internal promotions.