

Misty Bruns, SHRM-SCP

[Linkedin.com/in/mistybruns937/](https://www.linkedin.com/in/mistybruns937/)

Professor and Strategic Business Leader

Strategic and innovative business professional who translates vision into initiatives that improve performance. Genuine influencer who thrives on tough challenges with a unique perspective and appreciation for people and their development. Passion for training, leading, and coaching individuals to be their best.

Signature Skills

Teaching & Facilitation	Leadership Development	Organizational Development	Change Management
Performance Management	Community Relations	Succession Planning	Mergers & Acquisitions
Communications	Labor Relations	Advising	Diversity & Inclusion

EDUCATION & PROFESSIONAL CREDENTIALS

Master of Business Administration – University of Dayton, Dayton, OH

Master of Education, Human Resource Development – Xavier University, Cincinnati, OH

Bachelor of Science in Business Administration, Human Resource Management & Organizational Development – Miami University, Oxford, OH

Leadership Fusion: Best Practices to Lead and Influence, Amazon Best Selling Author

Preble County Chamber of Commerce Member

CERTIFICATIONS & TRAINING

Leadership Preble County – Chamber of Commerce

Yellow Belt Certification – Washburn University

Trained Mediator through Mediation Works Incorporated

Master Certified Instructor – Teambuilding & Leadership Series – The Fisher Group

Management Essentials & Leadership Facilitator

VOLUNTEER WORK

SBA Sisters in Business faculty advisor, University of Dayton

Area 7 Workforce Development Prior Board Member, State of Ohio (term completed)

The Soccer Association for Youth, USA (SAY Soccer) – Local Board Member, Treasurer & Secretary

PROFESSIONAL EXPERIENCE

University of Dayton Current **Lecturer, School of Business Administration**

The University of Dayton is a top-tier Catholic research university committed to a diverse community by educating the whole person through scholarship, leadership, and service. The School of Business is dedicated to an experientially-focused business education, where students gain practical skills and knowledge — and put them to use.

- Management 301 – Organizational Behavior
- BIZ 101 & 201 – Introduction to Business

Bruns Consulting Current

Business consulting services with a focus on leadership development through authentic dialog and the facilitation of creative strategies to improve overall business results. We connect with our client to understand where they are and partner to bring them to where they want to be.

Pak-Rite Industries 2020-2023

Lead the start-up operations for the new Ohio facility dedicated to The Ford Motor Company. Hired leadership team, built community partnerships, managed all administrative functions, and successfully delivered on every Ford metric.

Payless ShoeSource 2008 – 2019

Human Resource Director, North America

Senior leader responsible for all North America field operations to include Retail Operations, Supply Chain Management, e-Commerce, and Distribution Center Operations. Lead a diverse team to align with business partners to deliver excellent service by managing all aspect of HR.

- *Employee Engagement* – Manage all investigations, disputes, and legal matters to resolution
- *Organizational and leadership development* – Develop and deliver materials and partner with external vendors
- *Total Rewards* – Annual merit process, compensation reviews, and benefit plans
- *Community Partnerships* – Build strategic recruiting plans, university relations, economic development, county support programs, and local government interaction
- *Talent Management* – Lead succession planning, employer of choice strategy, onboarding, and exit strategies
- *Budget Management* – Manage payroll, performance management process, and daily operational needs
- *Diversity & Inclusion* – Member of corporate board and representative of local team
- *Safety & Leave of Absence* – Oversee safety programs, workers comp cases, and leave of absence claims
- *Grassroots opening of DC* – Fully staffed, developed and rolled out policies & procedures

Coca-Cola Enterprises 2000 – 2008

Employee / Labor Relations Manager

Managed all aspects of employee relations, legal occurrences, and labor relations for the four southern Ohio locations.

- *Labor Contracts* – Managed day to day operations, grievance & arbitration process, as well as contract negotiations for 4 separate bargaining units (2 national, 2 independent)
- *Mediator* – Mediate through the internal dispute resolution process across North America
- *Employee relations* – Investigate and respond to all legal and agency charges
- *Talent Management* – Recruited for all open positions, built local partnerships, and provided onboarding
- *HR Process lead* – Partnered with payroll, worker's comp, and leave of absence departments as liaison with the business partners