

# BEN LeVAN

770-539-3212 \* [Ben.LeVan@mac.com](mailto:Ben.LeVan@mac.com) \* <http://www.linkedin.com/in/benlevan>

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*“Ben is one of the most capable and competent leaders with whom I have had the pleasure to work making a real professional and personal impact in our organization.”* – **Dave Rae, former President of Apple Canada**

## SUMMARY

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- Associate Professor of Management
- Experienced teacher online & on-ground
- Consistently high student evaluations
- Ph.D. in Human Resource Development from AACSB accredited university
- Extensive executive leadership experience with Fortune 100, mid-sized and nonprofit organizations
- Contributor to *Business God's Way* by H. Dayton
- Dissertation of the Year Award Winner
- Executive IT leadership experience
- Certified Senior Professional of Human Resources (SPHR)
- Comprehensive HR skillset including staffing, benefits, compensation, training, performance management and legal compliance

## WORK EXPERIENCE

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### **President (PROPEL)** 2011–Present

- Lead strategic and operational functions for a national HR consulting, coaching and training organization
- Administer and interpret assessment instruments to enhance individual and organizational effectiveness
- Facilitate numerous leadership and managerial training programs
- Provide staffing, benefit, performance and legal compliance HR consulting services
- Contributor to *Business God's Way* by Howard Dayton

### **Associate Professor of Management** 2011–Present

- Master of Sciences in Human Resource Management Program Director
- Recognized as Business Faculty of the Year
- Develop and facilitate leadership, management, communication & HR courses:
  - Principles of Management (Undergraduate)
  - Leadership (Undergraduate)
  - Personal Career Development (Undergraduate)
  - Human Resource Management (Graduate & Undergraduate)
  - SHRM Certification (Graduate)
  - Organizational Behavior (Graduate & Undergraduate)
  - Compensation and Benefits (Graduate & Undergraduate)
  - Training and Development (Graduate & Undergraduate)
  - Staffing (Graduate & Undergraduate)
  - International Business (Graduate & Undergraduate)
- Facilitate online and on-ground classes
- Teach undergraduate and graduate-level courses
- Experienced with Blackboard®, Connect®, CengageNow®, and MindTap® learning management systems
- Serve as the academic advisor for all undergraduate management and leadership majors
- Winner of the Academy of Human Resource Development Dissertation of the Year Award

### **Vice President of Business Administration (Crown Financial Ministries)** 2007 – 2011

- Led all HR, IT and facility functions for the organization
- Enhanced organizational effectiveness through implementation of a global leadership development program
- Implemented global video communication process
- Improved recruiting efficiency by 25% through a streamlined recruiting process
- Improved staff engagement through implementation of a career development program
- Proactive management of health costs through broker management and establishment of a culture of wellness

### **Vice President of Organizational Development (Heritage Christian Services)** 2005-2007

- Led all HR functions for a non-profit human services organization with over 1200 employees
- Led the education outsourcing division
- Implemented an HR/Payroll system
- Promoted the use of e-learning throughout the organization

- Partnered with IT to implement an organizational Intranet sight
- Enhanced insurance offerings, including self-insurance, to increase employee benefits and reduce organizational expenditures

**National HR Manager, HR Outsourcing Division (Paychex)** 2003-2005

- Co-Directed HR outsourcing functions for a \$60M division
- Presided over a \$32.5M growth in revenue
- Exceeded productivity target by 20%
- Increased operating margin by 6.7%
- Implemented development strategies resulting in 85 HR professionals receiving their PHR certification

**Progressive Leadership Responsibilities (EDS, an HP Company)** 1985-2003

Northeastern United States Regional HR Manager

- Directed HR functions for over fifty accounts representing eight thousand employees with revenues of two billion dollars
- Lead a team of fifteen to thirty-seven HR personnel across multiple geographies
- Implemented regional HR budget in excess of two million dollars
- Consulted and resolved employee relations issues with leaders and employees
- Ensured efficient and effective delivery of global HR process/programs

Manager of Leadership Development and Diversity

- Developed and taught leadership curriculum for EDS leaders working on the global Xerox account
- Provided HR support for EDS leaders working on the Xerox account
- Provided oversight for diversity activities for all EDS employees working on the Xerox account
- Recipient of Diversity Award by the City of Rochester, NY

Systems Engineering Supervisor

- Led a team of twenty systems engineers to develop and implement materials management, engineering, and manufacturing systems for a division of General Motors whose gross revenues exceeded a billion dollars
- Ranked in the top 10% of the organization
- Reduced system maintenance costs by 30%

Systems Engineer

- Developed and modified commercial systems for a components division of General Motors

## EDUCATION

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**University of Texas**

Ph.D.: Human Resource Development (AACSB, Tier 1 school)

**Rochester Institute of Technology**

Masters: Human Resource Development

**Human Resource Certification Institute**

Professional Certification: Senior Professional in Human Resources (SPHR)

**The College of Wooster**

BA: Geology; Minor: Communications

**The Disney Institute**

The Disney Approach to People Management

## COMMUNITY SERVICE

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- Pro bono Consulting
- Church Volunteer

*"I so appreciate the dedication, expertise and wisdom you have brought to our organization. You truly have made a significant impact!"*— **Howard Dayton, author, radio host and founder of Compass**