

S. Lee Byrd, Jr., SPHR, LALFA

Professional Profile

S. Lee Byrd, Jr., SPHR, LALFA, chief Human Resources officer, Masonic Home, Richmond, Va.

Work Experience

November 2004 to present—Masonic Home of Virginia-Richmond, Va.

A continuing care retirement community

Chief Human Resources Officer

- Revised performance management system to enhance employee performance management
- Introduced processes to increase efficiency and effectiveness of human resources department
- Generated cost savings of \$40,000 annually by eliminating contract agency use
- Mitigated annual benefit cost increases by introduction of a wellness program, claims analysis, and benefits review process
- Reduced staff turnover by implementing a targeted recruitment and retention program
- Provided regular management training modules to enhance department managers skills

November 1999 to November 2004—Cumberland Hospital-New Kent, Va.

A specialty care hospital and health care organization.

Human Resources Director

- Generated savings by eliminating contract staffing
- Reduced staff turnover and increased employee retention through an enhanced recruitment/retention program
- Promoted a sense of fairness and consistency in employee relations matters with staff and managers
- Instilled a sense of support and confidence with managers while enhancing their management skills in dealing with employee relations issues

May 1993 to November 1999--Charter Westbrook Hospital-Richmond, Va.

A specialty care hospital and health care organization.

Human Resources Director

- Negotiated improvements in employee benefits with minimal cost to reduce turnover
- Served as resource person/mentor to other Charter Human Resources Directors within the region
- Served as a member of corporate human resources re-engineering team to increase human resource professionals' productivity
- Converted performance management to a criteria based performance appraisal system

Education

M.S., Virginia Commonwealth University

B.S., University of South Carolina

Professional Affiliations

American Society for Healthcare Human Resources Administration (ASHHRA)

Society for Human Resource Management (SHRM)

Richmond SHRM

Virginia Society for Healthcare Human Resources Administration (VSHHRA)

Alternate Member, Personnel Board, City of Colonial Heights, Va.

Licensed Assisted Living Facility Administrator Comm. of Va.

Masonic Communities Services Association (MCSA)

Accomplishments at National/Regional/Chapter Level

ASHHRA Region 3 Representative, Advocacy Committee

ASHHRA 2012 Communications Award

Virginia Society for Healthcare Human Resources Administration, Past President

Human Resources Expert Witness, 2012 to present

Candidate's Statement

I am a candidate for the Non-Hospital Health Care Board Director position due to my diverse career which has allowed me to manage and direct the human resources functions in traditional acute care inpatient hospitals, psychiatric hospitals, outpatient clinics, rehab/specialty care facilities, and long-term care facilities. Those work experiences have provided me with a wealth of knowledge related to the operational issues coupled with the unique aspects of human resources management challenges that exist within each of those types of facilities.