



Senior HR Business Partner

William Dean

Professional summary

Accomplished Senior HR Business Partner with 14+ years of experience in delivering people-centric strategies to global organizations. Expertise in driving transformation, employee engagement, and leadership development initiatives that support growth and innovation.

Experience

Senior HR Business Partner

March 2016 - Now

Goldman Sachs, New York, NY /

- Partner with C-suite executives to design and execute global HR strategies for a 5,000-employee workforce across multiple locations.
- Spearhead an enterprise-wide leadership development program, resulting in a 35% internal promotion rate within two years.
- Drive organizational restructuring initiatives during M&A activities, retaining 92% of critical talent.
- Enhance employee engagement through quarterly surveys and targeted action plans, increasing engagement scores by 22%.

HR Director

August 2010 - February 2016

Verizon, Basking Ridge, NJ /

- Led HR strategy for the Northeast region, managing an HR team supporting 10,000 employees.
- Reduced voluntary turnover by 20% through targeted retention initiatives and employee feedback mechanisms.
- Championed cross-functional collaboration between HR, IT, and finance teams, optimizing talent management systems.

Volunteer Experience

New York HR Leaders Network

2020 - Now

Board Member

Columbia Alumni Career Services Program

2015 - Now

HR Mentor

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Links

LinkedIn: /in/williamdean

Education

Master's in Organizational Psychology

Columbia University – New York, NY

Graduated: May 2010

Bachelor's in Human Resource Management

New York University – New York, NY

Graduated: May 2006

Skills

Mergers & Acquisition-
s Integration

Global Talent Strategy

Leadership Development

Change Management

Employee Engagement
Initiatives

Talent Succession
Planning

Executive Coaching