

# Chad A. Hanson

West Chester, PA

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**Interests:** Seeking a position to assist companies, their employees, and their customers in their joint success of creating an organization that is beneficial to all parties involved.

## Experience

Parkway Corporation February 2005– Present  
Philadelphia, PA  
Training Manager

*Performance Management Responsibilities:* Implementation, development, administration, and training of Ultipro Performance Management and Learning Management systems.

*Training & Development Responsibilities:* Create and execute all training and development programs, including classroom and web-based learning, needs-analysis, and ROI. Creating and managing training budget.

*Organizational Development Responsibilities:* Execution and development of company's strategic and operational plans, system analysis, and compensation modeling.

Human Resources Analyst

*Responsibilities include:* Recruiting, event planning, training, research and analysis, compensation modeling, and various organizational development projects.

Target Corporation Aug. 2004 – April 2005  
Exton, PA  
Front End Team Member

*Responsibilities include:* Assisting guests with merchandise and store operations, cashiering duties, ensuring a positive store appearance, acting as supervisor as necessary.

Hershey Entertainment & Resorts Company – HersheyPark May 1998 – July 2004  
Hershey, PA  
Guest Services Supervisor

*Responsibilities include:* Training and supervision of employees, oversight of admissions and admissions system, money and ticket reconciliation, address guest concerns, employee coaching, performance management, variance reports, and maintaining records.

## Education

M.A. Industrial/Organizational Psychology, 2006  
B.A. Psychology, 2004

West Chester University, West Chester, PA  
Shippensburg University, Shippensburg, PA

## Skills

*Technology:* Ultipro Talent Management (UPM/ULMS), Ultipro Back Office, Cognos Impromptu Admin, MS Office Standard, Visio, Live Meeting, Numara Track-It, Adobe Captivate, Statistical Programs: SPSS and SAS/STAT.

*Soft Skills:* Managing multiple priorities, championing change, managing without formal authority.

## Affiliations

- Society for Industrial and Organizational Psychology (SIOP).
- Society for Human Resource Management, National & Philadelphia Chapter (SHRM).
- American Society for Training and Development, National & Philadelphia Chapter (ASTD).
- Toastmasters, ParkwaySpeaks (Competent Communicator)

**Work Sample:** <http://www.parkwaycorp.com/pelc/yearend.htm>