

# **WILLIE M. WOOLDRIDGE**

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First and most important, I have been married for 45 years and we have two grown daughters and six grandchildren. That's my primary interest and drive in life and that's what I do when I'm not teaching, coaching and consulting. Family is very important to me.

I have an undergraduate degree from Indiana University in Psychology and Sociology and an MBA from Elon University. Currently I am semi-retired but my resume includes management experience at all organizational levels including several Executive positions. I also have worked in consulting and own my own consulting firm. My current work consists of management consulting and teaching with an emphasis on academic teaching. I don't teach for the money, I teach because I love it and I believe this passion will show through in both my teaching and management consulting efforts.

My diverse background in business was centered on manufacturing organizations and was primarily in Human Resources. Most recently I worked for a company in the Raleigh, NC, area called The Noel Group. I was the Vice President of HR reporting to the CEO. It is a privately held company that operated as a holding company for six manufacturing organizations. All of these organizations produced extruded foam products such as pipe insulation, construction products, oil boom, bedding materials, and a myriad of other products. This company included facilities in North Carolina, Oklahoma, and China.

Prior to The Noel Group I worked for a textile company in Greensboro, NC. I was Vice President of Human Resources for the Corporation which included approximately 6000 employees when I started and shrank to about 3500 employees. As you may remember, the textile industry went through some very difficult times related to transitioning to a worldwide market and global competition. That difficult market situation caused many changes in the organization including the necessary downsizing to a much smaller and more competitive company.

Prior to my textile experience I worked in the consulting business, first with a consulting company named Piedmont Associated Industries and then with my own consulting business, Human Resources Strategies. This experience gave me the opportunity to work with many different organizations in many different industries. The experience gained in this activity was invaluable in learning about business in general and understanding organizations and how they operate, or don't operate.

Another important and fascinating experience preceded my consulting excursion. I worked for Nestle USA in a food manufacturing facility in Danville, VA. We started the plant from the dirt up, meaning we built the facility, hired the people, established the culture and developed the organization. It was highly team based and included some "cutting edge" concepts in how to run a manufacturing organization. The plant produced Pasta, Sauce and Pizza under the Contadina and Carnation brand name. It was a fabulous experience that allowed me the opportunity to be creative and put many of my business and people beliefs to work. It was the experience of a lifetime.

The beliefs I put to use at Nestle were formed during my work experience with RCA. I worked for that Corporation for 10 years and my last assignment was at a subsidiary in North Carolina called Crown Wood Products. We made wooden television cabinets for RCA televisions back in the day when console TV's were all the rage. We were the only non-union facility in RCA and also touted as the most efficient wood working facility

in the world. Due to its non-union status we were given the freedom to do many innovative things around people processes to ensure it stayed non-union. We essentially transitioned that facility from a traditionally managed plant into a very team based, employee empowered facility. During this transition I developed and clarified many of my ideas around how people resources and other resources should be developed, utilized and respected in organizations. That experience shaped my thinking and actions for the remainder of my career and to this day. Before going to Crown Wood Products I worked at the headquarters of the Consumer Electronics Division for RCA. And before that assignment I worked at the final assembly plant in Bloomington, Indiana, for RCA. This facility included about 4000 employees and was unionized by the IBEW. I worked in Training and Development, Union and Labor Relations and Compensation Management areas. I learned much about unions, poor management, and how not to treat people in organizations.

Before going to RCA I worked for a small county hospital in Indiana. I started as a social worker and migrated into Human Resources which established my career for several decades to come. This hospital position, however, did give me valuable experience in working with highly trained professionals in a service environment.

Before the hospital I was in the military. I was a helicopter pilot in the Army and spent one year in Vietnam.

My teaching experience includes several Community College adjunct assignments and teaching full time at Rockingham Community College for three years. I bring a dynamic teaching style coupled with extensive practical business experience. In addition to my traditional classroom experience I have developed and taught on-line classes including, Introduction to Human Resources, Logistics, Principles of Management, Introduction to Business, People Skills, and other business related topics.

My past and current business consulting activities include executive coaching, team building, organizational culture change, change and transition management and general Human Resources support. Although I still engage in management consulting, such activities are secondary to academic teaching. And my recent consulting centers around individual one on one executive coaching.

To summarize, I have over 35 years of experience in all aspects of business and human resources. I have seen much, experienced much and I strive to impart this experience, to students and consulting clients. I truly love teaching and desire to spend the rest of my career teaching others what I have learned through education and experience. Teaching is a passion not a career!

## **Business Experience:**

**8/2014 to Present**

**University of North Carolina at Greensboro, Greensboro, NC**

Adjunct Instructor

I teach on-line Management, Human Resources, and Business classes using the Canvas format.

**8/2012 to Present**

**Brunswick Community College, Bolivia, NC**

Adjunct Instructor

As an Adjunct Instructor I teach Logistics Management, Principles of Management, Introduction to Business and other business classes on line.

**1/2011 to Present**

**Island Time HR Consulting LLC, Oak Island, NC**

Owner

As owner of this private consulting firm I assist various companies with developing and implementing HR and business programs, Executive coaching, training, and leadership development.

## **11/2004 to 11/2010**

### **Noel Group, LLC**, Wake Forest, NC

#### *Vice President of Human Resources*

- Responsible for all Human Resources activities for six business units internationally with multiple locations and product lines.
- Established a Corporate University Program, succession plan, formal compensation program, and integrated business and employee development global initiatives.
- Designed and implemented a Performance Management System for salaried and hourly employees that emphasized performance and accountability at all levels
- Restructured benefits program to conserve costs and provide greater value for employees.
- Coordinated the HR process for several major acquisitions.

## **4/2000 to 11/2004**

### **Unifi Inc.**, Greensboro, NC

#### *Vice President of Human Resources*

- Responsible for all aspects of human resources for nearly 3500 employees in multiple world wide locations.
- Established a Corporate University to support performance improvement and succession planning process. Designed and implemented a Leadership Development Program that included all salaried and management employees.
- Designed and implemented a Performance Management System for salaried and hourly employees. Developed a formal compensation program for all salaried and management employees.
- Restructured benefits program to conserve costs and provide greater value for employees.
- Designed and led a major organizational restructuring that reduced Salary and Admin. costs over \$20,000,000 per year through the elimination of management levels and implementing employee empowerment initiatives.
- Coordinated the HR process for two major acquisitions.

## **10/1996 to 4/2000**

### **PTI Management Associates, Inc.** Greensboro, NC

#### *Managing Partner*

As part owner, responsibilities included providing consulting and training services specifically in human resources area of expertise. Also active in marketing, sales, networking, product development and all other aspects of the business.

## **8/1997 to 4/2000**

### **Rockingham Community College**, Wentworth, NC

#### *Instructor*

- Coordinated the Human Resource Core Program
- Taught all Human Resource classes, as well as, general business classes

## **11/1993 to 10/1996**

### **Piedmont Associated Industries**, Greensboro, NC

#### *Director Management Development*

- Provided consulting and training services to clients.

- Supervised a staff of trainers and administrative support personnel in the organizational development function of The Association.

**6/1998 to 11/1993**

**Nestle Refrigerated Food Company**, Danville, VA

*Manager, Human Resources*

- New facility start-up.
- Designed and developed all aspects of the human resources services.
- Designed and implemented selection, training, union avoidance, policies, AAP, innovative leadership programs
- Developed employee involvement and team programs.
- Responsible for benefits administration.
- Community relations and communications

**6/1984 to 6/1988**

**Crown Wood Products**, Mocksville, NC

Subsidiary of RCA

*Manager, Employee Relations*

Responsible for all aspects of Human Resources. Transitioned facility from traditional management to team based structure

**11/1981 to 6/1984**

**RCA**, Indianapolis, Indiana

Consumer Electronics Division

*Manager, Salary Administration*

**4/1976 to 8/1979**

**Johnson County Memorial Hospital**, Franklin, Indiana

*Assistant Personnel Director*

**EDUCATION:**

1998                      Elon University--MBA  
 1974                      Indiana University—BA in Psychology and Sociology

**MILITARY SERVICE:**

1967 TO 1971           U.S. Army Helicopter Pilot (CW2)  
                               Served one year in Vietnam – Honorable Discharge

**REFERENCES:**       Available upon request.