

Hanxiao Gu, MBA, SHRM-SCP, SPHR

HR Leader | Multi-State & Multi-Entity Operations | Turning Reactive HR Into Strategic Infrastructure

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PROFILE

HR leader with seven years of experience leading HR through post-merger integration and complex, multi-state, multi-entity environments. Dual certified as SPHR and SHRM-SCP, with a track record of building HR functions from the ground up and transforming existing departments from reactive to strategic. Experienced in leading HR end to end, including compensation and total rewards, multi-jurisdictional compliance, organizational design, succession planning, and HR technology. Led HR strategy and operations for a 700 employee workforce across five states, with additional experience supporting Canada and international operations across APAC and EMEA. Identified and corrected a retirement plan error that generated \$1 million in savings while mitigating Department of Labor compliance risk.

CORE COMPETENCIES

Human Resources Management, Employee Relations, Policy Development, Succession Planning, Post-Merger HR Integration, Compliance & Employment Law, Staffing & Recruiting Strategies, Budget & Payroll Management, Learning & Development, Organizational Design, Performance Management, Total Rewards & Benefits, Diversity, Equity & Inclusion, HR Business Partner, HRIS System

TECHNICAL SKILLS

HRIS & Payroll: UKG, Paylocity, Paycor • Performance & Engagement: Leapsome • Talent Management: iCIMS • HR Analytics & Data Visualization: Power BI • Project Management: Asana • Collaboration & Productivity: SharePoint, G-Suite, MS Office Suite • Digital Communication & Social Media Tools

PROFESSIONAL EXPERIENCE

Wayman College of Aeronautics, Pembroke Pines, FL

Human Resources Manager (HR Leader - Director-Level Scope, U.S. Operations)

08/2025 – Present

Serving as the HR leader for a PE-backed aviation education group spanning multiple entities, driving post-merger HR integration, organizational design, and executive-level people strategy from the ground up in a newly established South Florida market.

- Directed workforce integration for 100+ employees during a multi-entity merger, stabilizing critical operations and retaining key talent through a structured transition plan.
- Advised executive leadership on change management, implementing communication frameworks that measurably improved employee engagement and clarity during the transition.
- Partnered with legal, finance, and operations to standardize HR policies, benefits, and compensation across multiple entities within the enterprise in under 4 months.
- Designed post-merger HR infrastructure, including compensation market analysis, to establish internal pay equity and improve operational efficiency.
- Developed compliance and risk mitigation frameworks to ensure federal and multi-state employment law adherence.
- Established HR processes and reporting mechanisms enabling data-driven decisions and operational oversight.

Chinese American Service League, Chicago, IL

Associate Director of HR

07/2024 – 04/2025

Human Resources Manager

01/2024 – 06/2024

Transformed HR operations for a diverse workforce of 700 across IL, PA, CA, WI, and IN - elevating the department from reactive to strategic while mentoring HR staff and supporting executive leadership.

- Achieved \$1M savings by correcting ERISA retirement plan errors, mitigating major DOL compliance risks.
- Reduced legal risks by 75% through proactive policy management and employee relations.
- Boosted HR department efficiency by 50% by optimizing workflows and resource allocation.
- Authored comprehensive HR Manual and SOPs, standardizing practices and improving continuity by 50%.

- Implemented HR KPIs and OKRs, aligning department goals with organizational objectives.
- Improved cross-functional collaboration by 35%, with 50% increased productivity between HR and Finance on payroll processes.
- Developed succession planning framework and learning & development initiatives to build internal talent pipelines.
- Coached and mentored a high-performing HR team, fostering professional growth, accountability, and a culture of continuous improvement.

Waldom Electronics Corporation, Rockford, IL

Human Resources Manager - North America

01/2022 – 05/2023

Served as HR business partner to North American leadership at an electronics distribution company, managing HR functions across IL, OH, WI, CA, KY, and Canada for 250 employees supporting distribution and supply chain operations.

- Increased employee engagement and satisfaction from 15% to 65% through targeted initiatives across corporate and warehouse/distribution staff.
- Implemented sexual harassment training platform, ensuring full Illinois compliance across corporate and distribution center locations.
- Revamped performance evaluation process and succession planning approach, increasing retention of high-performing staff from 25% to 75% - critical for maintaining continuity across distribution operations.
- Standardized HR policies and procedures across six states, Canada, and distribution sites, closing compliance gaps and creating consistency for a multi-region workforce.
- Coordinated with APAC and EMEA HR counterparts on policy alignment and cross-border workforce issues, supporting consistent practices for a global distribution operation spanning North America, Europe, and Asia.
- Directed and developed HR staff, building team capability and driving a high-performance culture across a complex, multi-site distribution network.

Baby TALK, Inc., Decatur, IL

Human Resources Manager

09/2019 – 12/2021

Led HR strategy, talent acquisition, retention, and compliance initiatives for a mission driven organization.

- Implemented a unified HRIS platform, consolidating multiple timekeeping and payroll systems into one and improving processing efficiency from 15% to 75%.
- Ensured DCFS license renewal and compliance with personnel file requirements.
- Negotiated benefit renewals as part of total rewards strategy, reducing rates by 3–5%.
- Streamlined performance evaluations and administered payroll, benefits, and employee relations for a multi-site organization.

AWARDS & RECOGNITION

Career Development Achievement Award, 2019 - University of Illinois Springfield

EDUCATION

Master of Business Administration and Certificate, Business Process Management - University of Illinois at Springfield, Springfield, IL

Bachelor of Business Administration, Concentration in Management - University of Illinois at Springfield, Springfield, IL

CERTIFICATIONS

CPSP (Certified Plan Sponsor Professional) - 2026 • SHRM-SCP (Certified Professional) - 2026 • SPHR (Senior Professional in HR) – 2024

LEADERSHIP ACTIVITIES

- Board Member (2026 - Present), Missing Link
- Board Member (2026 - Present), Pilots for Humanity
- Advisory Council Member (2024 - Present), Harvard Business Review (HBR)
- Board Member (2023-2024) / Committee Member (2022-2023), IL Fox Valley SHRM
- Student Chapter Co-Advisor (2021-2022) / President (2018-2019), UIS SHRM Student Chapter