



Medina Chacón Obed Zalatiel.

Strategic Human Capital Management. Organizational Design & Transformation. Labor Relations & Union Negotiations. Cost Optimization & Operational Efficiency. HR Systems & Compliance. Digital HR Transformation. Compensation & Benefits Strategy. Regulatory Compliance (ISO/TS 16949, Labor Laws) M&A & Growth Leadership. Due Diligence & HR Audits. Workforce Expansion/Restructuring.

Professional Summary.

Strategic **Human Resources Executive** with a proven success track record in **talent management, organizational transformation, and labor relations** at the leadership level within the manufacturing sector. Expertise in **mergers & acquisitions (M&A)**, policy harmonization, and organizational design to drive **operational efficiency** and **regulatory compliance**.

Career Experience.

2007 – Present Joyson Safety Systems | *Held 3 progressive leadership roles:*

Director of Human Resources (2015 – Present)

Lead HR operations for **10 manufacturing plants** and **1 technical center** (18,000+ employees across Mexico).

- **M&A Leadership:** Directed post-merger integration of **5 sites and 7,000+ employees** following the Takata/Key Safety Systems merger, ensuring operational continuity and policy unification.
- **Cost Optimization:** Consolidated Shared Services, achieving **\$3.5M in savings** by relocating functions to cost-competitive regions. Centralized payroll/HR operations, **reducing costs by 20%**.
- **Digital Transformation:** Launched **HR Mobile**, deploying on-floor HR services to enhance productivity and employee experience.
- **Labor Relations:** Successfully negotiated with **8 unions**, securing operational stability.

Senior HR Manager (2010 – 2015) | *Takata de México.*

Oversaw HR for **3 manufacturing sites** (7,000+ employees in Coahuila).

- **Policy Implementation:** Rolled out new HR frameworks across **6 plants** (compensation, succession planning, talent management).
- **Organizational Design:** Built a **national HR strategy**, optimizing structures and improving operational efficiency.
- **Compensation Restructuring:** Revamped pay systems at Mexico's largest plant, **boosting productivity** and **reducing turnover**.

HR Manager (2007 – 2010) | *Takata de México*

- **Plant Relocation:** Managed transfer of **two manufacturing sites** (Guadalajara → Monclova/Torreón), ensuring seamless hiring/training.
- **Rapid Scaling:** Expanded Monclova's workforce from **2,800 to 4,000 employees** in **6 months**.
- **Compliance:** Led **ISO/TS 16949 recertification**, upholding international manufacturing standards.

Professional Objective

To join an organization where I can leverage my expertise in strategic Human Resources management to:

Strengthen organizational structures,

Develop high-potential talent, and
Ensure operational stability.

As a senior HR leader, I focus on designing and executing strategies that:

- ✓ Optimize workforce performance,
- ✓ Ensure effective labor relations, and
- ✓ Drive sustainable business growth.

I am committed to mentoring future leaders and fostering a high-performance culture aligned with corporate objectives.

Education.

Master's in Business Administration
Universidad Autónoma del Noroeste | 2004.

B.S. in Computer Systems Engineering.
Tecnológico de Saltillo | 1994.

Professional Development.

Teamwork Workshop | *ITESM*
Labor Relations Certification.

Administrative Interaction (DDI)
Manufacturing Cell Optimization.

The 7 Habits of Highly Effective People.

Avomex International | 2005 – 2007 HR Leader (Sabinas, Coahuila Plant)

- **Talent Strategy:** Spearheaded workforce reengineering, **reducing headcount by 20%** while maintaining operational efficiency, yielding **\$2.5M MXN in severance savings**.
- **Labor Relations:** Negotiated collective bargaining agreements **within budget constraints**.
- **Compliance:** Oversaw **HACCP certification** and ensured adherence to **ISO 14000** (environmental/food safety standards).

Allende International – Hanes Apparel | 2004 – 2005 Human Resources Manager.

Confecciones de Nueva Rosita – Hanes Apparel | 2000 – 2003 Human Resources Manager.

Maquiladora de Componentes y Ensamblados

- *1996 – 1999* | *Human Resources Manager*
- *1995 – 1996* | *Human Resources Manager*
- *1994* | *Process Engineer*

General Motors Company (Saltillo, Coahuila) | 1993 – 1994 Process Engineer

Career Highlights & Leadership Profile.

Proven **HR Executive** with expertise in:

- **Organizational Leadership:** Driving large-scale talent strategies in manufacturing.
- **Labor Negotiations:** Successfully managing union relations and collective bargaining.
- **Digital HR Transformation:** Implementing tech-driven solutions for workforce efficiency.
- **Operational Excellence:** Balancing cost optimization with sustainable growth.

Strategic Value:

- Adept at navigating **mergers, restructuring, and rapid scaling** in competitive environments.
- Track record of ensuring **regulatory compliance** (ISO, HACCP, labor laws).
- Bilingual (Spanish/English) with deep expertise in **Mexico’s labor landscape**.

Professional Development.

HR Scorecard (Balanced Scorecard for Human Resources)

High-Speed Culture Change | Price Pritchett.

Kaizen & Hoshin Kanri (Continuous Improvement & Strategic Planning Methodologies)

Professional Memberships & Certifications.

SPHRi (Senior Professional in Human Resources - International) | *HR Certification Institute* | 2016.

Member, AERIMAC | 2008–Present.

Member, ERIAC | 2024–Present.

Languages.

Spanish (Native)
English (Professional Proficiency)