

Samuel Brayboy

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Goal: An executive level human resources position with leadership responsibility for strategic and operational implementation of system-wide initiatives that reinforce core values in support of the overall organizational mission.

EDUCATION

M.P.A., Old Dominion University, Norfolk, Virginia (2000)
B.A. in Sociology, Certificate in Social Work Practice, Christopher Newport University, Newport News, Virginia (1977)

PROFESSIONAL EXPERIENCE

Human Resource Consultant/Organizational Development (1997 to Present) Sentara Healthcare

Under an internal consulting model, develop and implement management development programs for this 14,000+ employee integrated healthcare system which includes acute care (six hospitals), outpatient care, long term care, and insurance products. Prepare new managers for leadership using a structured management development program, which includes financial, human, and strategic underpinnings. Consult with internal clients at all management levels throughout the system to develop educational and training solutions and interventions to address unit-level performance deficits and to resolve management/employee conflicts. Design and administer the employee recognition and rewards program and coordinate the semi-annual Leadership Awards Celebration. Assist executive staff in diversity outreach efforts.

Director of Management Development (1980 to 1997) Sentara Healthcare

Conducted comprehensive needs assessments to determine management-training needs at all levels of the organization. Responsibilities included: conducting training sessions, developing pre- and post-tests to ensure that goals were met, and identifying and coordinating national speakers for management development seminars. Organized and coordinated the revision of the human resource policy and procedure manual and conducted related training and orientation of staff. Designed orientation programs for new employees.

Employee Relations Specialist (1979 to 1980)
Sentara Healthcare

Served as a mediator between management and employees, negotiating solutions to workplace conflicts. Responded to employee grievances and participated in disciplinary proceedings. Educated employees on organizational policies and procedures and advised employees of their rights and responsibilities.

RELEVANT CONTRACT/CONSULTING EXPERIENCE

Conference Presenter (2001)
Society for Human Resources Management (SHRM)

Presented a session on Workforce Diversity for SHRM's statewide conference.

Consultant (1999-2000)
Strategic Plan Development/Facilitation Services
Client: Peninsula Legal Aid, Inc.

Assisted client agency and its Board in the development of a strategic plan resulting in the merger of two regional agencies. Facilitated dialogue and developed an appropriate framework for the development of the strategic plan and for staff preparation for the organizational change process.

Consultant (1995-2000)
Transition Management and Organization Development
Clients: Newport News Alliance for Youth, Council on Domestic Violence, Peninsula Volunteer Center, Peninsula Fine Arts Center, National Crime Prevention Council, National League of Cities

Assisted clients with management of change processes relating to changes in mission, funding sources, and changing stakeholder expectations. Structured and facilitated team-building processes and techniques to improve customer satisfaction.

Consultant (1994-1996)
Diversity Training
Client: Newport News Police Department

Conducted interpersonal skills and diversity training for civilian and sworn staff.

Consultant (1995)
Executive Management Training
Client: Dominion Terminal Association

Provided training sessions for the leadership group of the largest coal terminal in the region.

Trainer (1993)
Teambuilding, Consensus Building
Client: City of Newport News Anti-Crime Partnership

Conducted training sessions for stakeholder groups (citizens, police officers, agency heads, and city department directors) participating in a 2.5-year anti-crime partnership.

CERTIFICATIONS

Certified to present Transition Management as developed by Dr. William Bridges, nationally renowned consultant to Fortune 500 companies and author of several books and process outlining change and transition management strategies.

PAST BOARD EXPERIENCE & CIVIC INVOLVEMENT

- Task Force Member, Hampton Coalition for Youth
- Board Member, Tidewater Literacy Council
- Board Member, CHROME (Cooperating Hampton Roads Organizations for Minorities in Engineering)
- Board Member, Junior Achievement