NANCY E. CORLE

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Senior HR executive with 20+ years of experience leading multi-site HR operations, workforce planning, organizational effectiveness, and enterprise-level transformation. Trusted advisor to senior leaders with a strong record of building high-performance cultures, strengthening leadership capability, resolving complex employee relations matters, and driving people strategies that support business growth. Deep experience in regulated engineering, construction, government-contracting, and large operational environments.

CORE COMPETENCIES

- Strategic HR Partnership
- Workforce Planning & Development
- Organizational Design & Change Leadership
- Talent Management & Succession Planning
- Executive Coaching & Leadership Development
- Employee & Labor Relations & Risk Mitigation
- Compensation, Incentives & Salary Planning
- HR Analytics & Insights
- HRBP Team Leadership
- Compliance, Policy Governance & COE Collaboration
- Multi-Site HR Operations (100+ locations)
- Culture Transformation & Engagement

PROFESSIONAL EXPERIENCE

Senior Director, Human Resources — North Division
QXO (formerly Beacon Building Products) | 2016–2026

Led HR strategy, workforce development, organizational effectiveness, and talent management across 60+ sites in a complex, regulated, and operationally demanding environment. Partner closely with senior leaders to strengthen workforce capability, improve organizational health, and drive business performance.

Strategic HR Partnership & Leadership Coaching

- Served as a trusted advisor to division executives on workforce strategy, organizational design, compensation, and leadership effectiveness.
- Coached leaders through performance challenges, team dynamics, and change adoption to strengthen leadership capability and alignment.

Workforce Development & Talent Strategy

- Directed talent reviews, succession planning, and capability assessments for critical operational roles.
- Built development pathways and mobility strategies to strengthen leadership readiness and retention.

Compensation, Incentives & HR Analytics

- Led compensation planning, salary alignment, and incentive strategy across the division.
- Leveraged HR analytics to identify trends, inform decisions, and drive enterprise-level initiatives.

Organizational Design & Change Leadership

- Redesigned structures, spans of control, and workflows to improve accountability and operational efficiency.
- Led change initiatives including technology rollouts, culture shifts, and leadership transitions.

Employee Relations & Complex Case Resolution

- Managed high-risk employee and labor relations matters, investigations, and escalations across multiple jurisdictions.
- Partnered with legal, compliance, and operations to mitigate risk and ensure consistent outcomes.

HRBP Team Leadership

- Led and developed a team of HR managers and business partners, strengthening capability, alignment, and execution.
- Built a culture of accountability, collaboration, and continuous improvement.

Manager, Human Resources
Bechtel Corporation | 2001–2016

Directed global HR programs for one of the world's largest engineering and project-based organizations. Supported senior leaders across international operations in highly regulated, government-contracting environments.

Strategic HR Advisory & Executive Partnership
- Advised senior leaders on workforce strategy, organizational design, compensation, and talent development.
- Supported mission-critical projects requiring rapid staffing, compliance oversight, and leadership alignment.

Government-Contracting HR Expertise
- Managed HR programs involving federal compliance, labor laws, immigration, and project-based workforce structures.
- Oversaw Affirmative Action Plans, EEO reporting, and compliance audits.

Talent, Succession & Workforce Planning
- Directed enterprise talent management, succession planning, and leadership development for global operations.
- Built staffing models and mobility strategies for large-scale engineering and construction projects.

Compensation, Incentives & HR Analytics
- Led global compensation planning, benchmarking, and job evaluations.
- Produced workforce analytics to guide leadership decisions and support business growth.

Employee Relations & Complex Case Management
- Managed complex employee relations matters across multiple countries and regulatory environments.
- Partnered with legal and compliance teams to mitigate risk and ensure consistent resolution.

COE Collaboration & HR Integration
- Partnered with Centers of Excellence to implement enterprise HR initiatives, improve processes, and support organizational changes.
- Strengthened alignment between corporate HR functions and project-based operations.

HR Specialist — First USA / Chevy Chase Bank
1997–2001

EDUCATION & CREDENTIALS

Human Resources Management
University of Maryland Global Campus | Adelphi, MD | Completed two years of college coursework with a 4.0 GPA
Professional in Human Resources (PHR)
HR Certification Institute (HRCI) | Certified December 2004
SHRM Certified Professional (SHRM-CP)
Society for Human Resource Management | Certified 2015