



- [Close Window](#)
- [Print This Page](#)
- [Expand All](#) | [Collapse All](#)

BAC-4148

Board Name	Career Service Board	Status	In Process
Salutation	Mr.	Type	Appointment
First Name	David	Preferred Email	d.t.hayes@comcast.net
Last Name	Hayes	Other Email	david.hayes@molsoncoors.com
Contact Name	David Hayes	Preferred Phone	303 475 2909
Middle Name		Other Phone	302 697 8925
MMAC Trans. Mode Group			
Other boards or commissions served			

Work and Home Address

Work Address	1801 California Street	Home Address	[REDACTED]
Work City	Denver	Home City	[REDACTED]
Work State	CO	Home State	[REDACTED]
Work Zip	80204	Home Zip	[REDACTED]

Additional Information

Are you a registered voter?	Yes	Gender	Male
If so, what county?	Jefferson	Other Gender	
Denver City Council District No	N/A	Race/Ethnicity	Caucasian
Occupation/Employer	Human Resources / Molson Coors	Other Ethnicity	
		Objection to appointment?	No
		Special Information	

Reference Details

Reference Name #1	Tracey Joubert	Reference Email #1	tracey.joubert@molsoncoors.com
Reference Phone #1	7203858948		
Reference Name #2	Jay Cheedella	Reference Email #2	jay.cheedella@molsoncoors.com
Reference Phone #2	4144184619		
Reference Name #3	Darrin Vohs	Reference Email #3	darrin.vohs@molsoncoors.com
Reference Phone #3	13033247195		
Owner	Denver Integration	Created By	Denver Integration, 8/27/2018 6:39 PM
		Last Modified By	Denver Integration, 8/27/2018 6:39 PM

DAVID J. HAYES

303 697 8925
d.t.hayes@comcast.net

Global Human Resource Business Partner

SKILLS & COMPETENCIES

Talent assessment & acquisition, Performance Management, Succession Planning, Workforce Planning, Goal Setting, Total Rewards, Annual Compensation Planning, Employee & Labor Relations, Employee Benefits, Employee Engagement, Grievance/Appeals, Arbitration & Mediation, Business Ethics, Legal Compliance, Policies & Procedures, Diversity & Inclusion, Joint Ventures, Mergers & startups

MOLSON COORS BREWING COMPANY

2002 to Present

A multinational consumer packaged goods supplier.

Global Human Resource Business Partner, Denver Corporate Center (2017 to 2018)

- Resource to Corporate Finance, Information Technology and Business Services functions supporting US, Canada and Central Europe. HR Partner to Global CFO and senior leadership teams.
- HR project lead to Global Business Service Center start up in Bucharest, Romania (2017)
- Achieved synergy and organization restructure goals for IT / Finance / GBS (2017 & 2018)
- 2017 YE Review comment: "Truly exemplifies business partnering".

Human Resource Business Partner, Rocky Mountain Bottle Company (MillerCoors) (2012 to 2017)

- HRBP supporting joint venture plant operations; (250 employees)
- Established workforce planning and staffing model serving as basis for advanced hiring and capability building programs in key production areas.
- Overall improvement in employee engagement index scores and participation rates from 2010 through 2016. (78%, 74%, 77%, 76%, 79%*, 77%). * Supply Chain network leader.
- 23% improvement in POC representation in six years through improved staffing and retention efforts.

Senior Human Resource Manager, Sales West Division (MillerCoors) (2008 to 2011)

- Senior HRM to West Division President, Regional Vice Presidents, Sales & Distributer network.
- Directed the execution and establishment of all HR programs for 475 employees in newly formed West Division Sales Group (U.S. & Puerto Rico). Resulted in successful merging of legacy Coors & Miller

Director Human Resources, North America Supply Chain (Coors Brewing & Molson Coors) (2007 to 2008)

- HR Director to Chief Supply Chain Officer, Corporate Resources - US & Canada. (2650 employees)
- Directed the final critical phases to launch North American Supply Chain Organization to include team member selection, and established talent management and compensations systems for Procurement, Technical Services, Engineering, Innovation, Supply Chain, Manufacturing and Logistics
- Jointly steered the initial joint venture team selections and placement of 800 employees into Corporate (MillerCoors) U.S. Supply chain operations.

Group Human Resource Manager, Golden Brewery Operations (Coors Brewing) (2005 to 2007)

- Senior HRM to total Golden Leadership Team and Corporate Integrated Supply Chain. (1200 employees)
- Lead HR function and team supporting "world's largest single site brewery". Spearheaded above target delivery of key Human Resource programs

Human Resource Manager, Golden Brewery Packaging Operations. (Coors Brewing) (2002 to 2005)

- HRM to Business Unit Leadership in all phases of Packaging Operations. (500 employees)

Resume: David J. Hayes

ROCKWELL AUTOMATION (ALLEN BRADLEY), Mequon, WI
A Global supplier of industrial automation products.

1998 to 2002

Senior Human Resources Manager

- Led HR Staff providing comprehensive Human Resources support to 1000 employee Business Unit.
- Implemented employee performance and development planning process leading to improved goal setting, performance measurement and development plans.
- Established Positive Employee Relations Strategic plan.
- Developed employee training plan used as model for Business Group ISO 9001/14001 training procedure.
- Successfully defended company position in 100% of legal cases.

DORNER MFG. CORP., Hartland, WI

1996 to 1998

A privately owned, international supplier of industrial conveying and sortation systems.

Director of Human Resources

- Established first Human Resources department.
- Implemented a company-wide base compensation program and assisted in the development of sales and executive pay programs.
- Responsible for strategic direction and development of comprehensive human resource programs.
- Developed Annual Human Resources plan and served as member of Executive Planning team responsible for Business Planning.

ALLEN BRADLEY COMPANY, (now Rockwell Automation) Milwaukee, WI

1991 to 1996

Manager Human Resources, Employee Relations

Responsible for day to day employee and labor relations support to Mequon and Milwaukee Operations.

- Assisted in startup of Champaign, IL distribution center and synergies of acquired Reliance Electric manufacturing sites.
- Established Workplace Education Center addressing core competency and employee skill building needs.

JI CASE, POPE & TALBOT, CREPACO, WAUKESHA BEARINGS

1977 to 1991

Human Resource Management

- Labor relations, Safety & Health, Workplace Education, Apprenticeships, Systematic Problem Solving, Union / Management Work Teams, Security and Employee Services.

EDUCATION

BS, Business & Economics, University of Wisconsin – Platteville
MBA, Keller Graduate School of Management coursework

SPECIAL SKILLS AND TRAINING

Professional Mediation Training (40 hours), University of Denver (2018)
Wharton School of Business Management – Coursework in Accounting, Finance & Benefits.
Advanced user of Microsoft Excel, Word & PowerPoint.

PROFESSIONAL ORGANIZATIONS

Member, Society for Human Resource Management
Prior certification as Professional Human Resource (PHR)