



Contact

LinkedIn

<https://www.linkedin.com/in/daniellopezmba/>

Personal Site

Dslopez.com

Location

Pinellas Park, FL

ADDITIONAL ACTIVITIES

Board Member – Less Leg More Heart (2021 – Present)

Author – “The HR Blueprint – A Guide to Human Resources” series.

MEMBERSHIPS

SHRM – Member since 2002

American Bar Association – Associate member since 2016

CERTIFICATIONS

Advance HR Professional – George Washington University - 2008

HR as a Business Partner – HRCI - 2023

Organizational Culture – Project Management Institute - 2023

Dan Lopez, MBA

Vice President Human Resources

EXECUTIVE PROFILE

Strategic HR Executive and published author with 15+ years of experience transforming organizations through people-first leadership and innovative HR solutions. Demonstrated success scaling organizations while maintaining cultural integrity, budgetary adherence and operational excellence. Expert in federal contracting requirements, technology integration, and building high-performance HR teams and functions that drive business results.

Known for:

- Organizational Transformation & Growth
- Executive Leadership Development
- Federal Contracting Compliance (DoD, Ed, EPA)
- Technology integration & Implementation
- Global HR Strategy & Operations
- Cultural Change Management

PROFESSIONAL EXPERIENCE

EXECUTIVE HR CONSULTANT

Odin's Tree Consulting, LLC, St. Petersburg, FL (2012 - Present)

Strategic advisor to C-suite executives on organizational transformation, talent strategy, and HR operations. Partner with private and federal sector clients to design and implement comprehensive people strategies aligned with business objectives.

Key Achievements:

- Developed comprehensive HR transformation strategies for multiple federal contractors, ensuring OFCCP, SCA, and FAR compliance
- Led organizational redesign initiatives resulting in improved operational efficiency and reduced overhead costs
- Created succession planning frameworks adopted by multiple Fortune 500 clients
- Designed change management and communication strategies for major corporate transitions

VICE PRESIDENT, HUMAN RESOURCES

F. H. Cann & Associates, Inc., Exeter, NH (2021 - 2022)

Executive leader overseeing HR, Talent Acquisition, Administration, Marketing, Facilities, and Training for a federal contractor financial services organization.

Key Achievements:

- Scaled organization from 300 to 2,500 FTE through strategic workforce planning and talent acquisition

CORE COMPETENCIES

Executive Leadership

- C-Suite Strategic Advisory
- Organizational Transformation
- Change Management & Culture Development
- Executive Team Development
- P&L Management
- Board Relations & Governance

Strategic HR Operations

- Organizational Development
- M&A Due Diligence & Integration
- Global Workforce Planning
- Total Rewards Strategy
- Succession Planning
- Performance Management Systems
- Risk Management & Compliance

Federal Contracting Expertise

- OFCCP Compliance
- Service Contract Act (SCA)
- Affirmative Action Planning
- Federal Acquisition Regulation (FAR)
- DoD/EPA/ED Contract Management
- Security Clearance Requirements

Technology & Systems

- HRIS Implementation & Optimization
- ADP, Workday, PeopleSoft
- Deltek, Ceridian, Bamboo
- HR Analytics & Metrics
- Digital Transformation
- Process Automation

- Led successful transition from private industry to federal contracting, including implementation of compliant HR systems and processes
- Carried out organizational development to restructure organization
- Redesigned corporate culture and values, resulting in improved employee engagement and retention

VICE PRESIDENT, HUMAN RESOURCES

LeapFrog Solutions, Fairfax, VA (2014 - 2019)

Executive HR leader of HR strategy and operations for federal contractor PR/Marketing firm.

Key Achievements:

- Built federal contracting-compliant HR infrastructure from ground up
- Reduced administrative burden by 50% through HRIS implementation
- Developed comprehensive compensation and performance management systems
- Led proposal development for major federal contract opportunities

STRATEGIC HR LEADERSHIP EXPERIENCE

Senior Director, Human Resources - *EnviroVantage* (2019 - 2021)

- Built and maintained HR department, and implemented several employee programs for attracting and retaining staff
- Implemented first-ever DOL-approved Construction Apprenticeship program
- Achieved 75% staff growth through strategic talent acquisition

Senior HR Positions at *The Home Depot, Merrill Corporation, Booz Allen Hamilton* (2011 - 2014)

- Supported 800+ employees across multiple business units and security-cleared sites
- Improved retention rates by 15% and employee satisfaction by 25%
- Developed HR metrics and reporting systems increasing accuracy by 90%

EARLY CAREER HIGHLIGHTS

Sr. Director, Human Resources - *ABC Imaging* (2008 - 2011)

- Led international HR operations across US, Canada, UK, UAE, and Japan
- Managed IPO readiness initiatives and M&A due diligence
- Reduced benefits costs by 15% through strategic vendor negotiations

Sr. HR Manager - *Whatman Inc* (1999 - 2008)

- Reduced turnover from 67% to 12% through strategic HR programs
- Developed international employee recognition programs

EDUCATION

- MBA, Human Resources Management - University of Phoenix
- BS, Business Administration/Management - University of Phoenix