

Kristin (Rummell) Binkley, JD GPHR

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Senior level human resources professional experienced in leading companies and Global HR teams through transformations (high-growth, complex labor negotiations, significant org re-design), developing key talent, and succession planning. Highly motivating, results-driven leader with strong business acumen, international savvy, and proven ability to successfully drive HR strategy and operations that lead to improved business, employee engagement and performance.

EMPLOYMENT EXPERIENCE

Athlone Consulting LLC, Portland, Oregon

January 2019 - present

Principal

- Consultant representing businesses throughout the United States and the Globe. Specializing in Human Resources Consulting with a particular focus in Employee Relations and Organizational Design.
- Provide general HR consulting regarding people strategy, talent management, and succession planning.
- Provide training and facilitation for harassment/discrimination compliance, diversity and organizational design workshops.
- Employment investigations for all workplace concerns and fraud/theft.
- Title IX Investigator
- Interim HR leader for global organizations while executive search is conducted.

National Basketball Association (NBA), New York, New York

February 2016 – January 2019

Vice President, Head of Global Employee Relations

Created and developed a global employee relations function for the NBA, the WNBA, 2K, and the G leagues.

- Created and implemented Global Employee Relations strategy for the four leagues and the regional offices.
- Hired and onboarded employee relations team.
- Developed curriculum and trained HR function on employee relations and conflict resolution.
- Ensured consistent policies, training and investigation process across all Teams.
- Developed and implemented ER best practices across the leagues and regional offices.
- Investigated, Analyzed and Advised league team HR on high profile employee relations issues.
- Acted as HR Business Partner for Global Human Resources Function
- Lead HR transformation by realigning team and capabilities to drive business strategy

Nike, Inc., Beaverton, Oregon

July 2007 – February 2016

Global HR Business Partner

April 2015- February 2016

Global Merchandising and Global Product & Merchandising Operations

- Set and drove Organizational Design and Talent Strategy for Merchandising and Global Product & Merch Operations.
- Lead team through Global reorganization of Merchandising focused on increasing reach, creating efficiency and better serving the Consumer, resulting in increase in directed assortment from 10% to 80% without increasing headcount.
- Created Talent Acquisition strategy to attract and retain non-traditional talent.
- Set change management strategy and ongoing metrics to ensure productivity and business objectives were met.

Global HR Business Partner

December 2014-April 2015

Global Merchandising and Global Apparel (Performance and Sportswear)

- Set Talent strategy for Merchandising talent across the Globe.
- Created and drove Organizational Design and evolution of Merchandising function.
- Created & implemented Organizational Design for new quicker to market Apparel team in NikeLab.

Global HR Business Partner

February 2012 – March 2015

Direct to Consumer (DTC) Global Functions and Emerging Markets

Focus on talent and organizational effectiveness for both the Global DTC leadership teams and Emerging Markets DTC leadership

- Set HR Strategy for Direct to Consumer (DTC) business across Emerging Markets (Mexico, South America, Southeast Asia, Korea, India, Africa, Australia and New Zealand).
- Built HR team in local countries focused on Retail Right HR solutions.

- Built organizational structure for growth as the owned Retail stores grew from 50 to 104 doors & franchise doors increased from 1000 to 1800.
- Ensured strategy set productive labor modeling and operational excellence that was shared as best practice across the 1800 franchise doors in the Geography.
- Provided day-to-day HR Business Partner support and Organizational Design for Global Retail Functions (Store Operations, Real Estate and Supply Chain).

North America HR Business Partner

May 2011 – February 2012

HR primary point for the following functions: NA Jordan, Product Creation, Demand Planning, Sports Marketing, Operations (based at Nike World Headquarters). Focus on Organizational Design, Talent and Change Management. **Global**

Director Employee Relations

October 2008 – May 2011

Responsible for developing and implementing Global Employee Relations Strategy for Retail and all Affiliate Brands. Managed team of ER Managers supporting Global Nike Retail locations and all facets of Affiliate businesses.

- Directly supported business leaders and HR partners with resolution of complex or high profile ER issues.
- Lead team providing training to internal HR professionals, business managers, and individual contributor employees on policies and practices to achieve consistency in application of and communication of same.
- Provided guidance, expertise, and successful problem resolution to ER Managers regarding administrative charge responses, employment investigations, risk analysis, labor, wage & hour and general compliance.
- Developed global employment policies, procedures, and trainings to support business strategy. Facilitated implementation and communication of same to business leaders, HR partners and employees.
- Conducted trend, risk analysis and diagnosis to provide proactive solutions to business partners.

Employee Relations Manager

July 2007-September 2008

Responsible for providing Employee Relations support to global business groups including: Global IT, Global Brand, Digital Commerce, Global Footwear, the Categories and Child Development Centers.

Williams, Zografos & Peck, P.C., Lake Oswego, Oregon

March, 2005 – June 2007

Associate Attorney

Practice area focused on employment litigation, advice and training for all aspects of employment and labor law.

- Managed all aspects of state and federal cases including motion practice, discovery, summary judgment and trial.
- Managed all aspects of grievance arbitrations as well as Unfair Labor Practice Charges.
- Conducted internal training regarding harassment, investigation of complaints and preventive employment policies.
- Advised clients on general employment matters including employment law, labor relations, contracts, employee handbooks, sexual harassment training, Americans with Disabilities Act, and EEO policies.
- Drafted internal documentation for clients including: performance evaluations, performance improvement plans, FMLA/OFLA notifications, ADA medical questionnaires, disciplinary documentation, including termination and severance packages and job descriptions.
- Conducted neutral internal employment investigations.
- Investigated and responded to EEOC and state administrative charges.

Cattel, Tuyn & Rudzewicz PLLC¹, Bloomfield Hills, Michigan

November 2003 – February 2005

Associate Attorney

Practice area focused on labor relations including grievance arbitrations and employment litigation; including race, gender, age, disability discrimination, sexual harassment, ERISA, and retaliation litigation as well as general employment advice to local and multi-national employers. Clients included unionized and non-unionized workforces. Handled multiple grievance arbitrations and executive arbitration disputes.

Keller Thoma, P.C., Detroit, Michigan

February 2001- November 2003

Associate Attorney

November 2001 – November 2003

Practice area focused on employment litigation including race, reverse race, gender, age, disability discrimination, sexual harassment and retaliation, labor law (grievance arbitrations), and commercial transactions and litigation (banking, UCC, and shareholder disputes) on behalf of both public and private sector employers.

Law Clerk

February 2001 - October 2001

¹ Now Ogletree Deakins

EDUCATION

University of Detroit Mercy School of Law

Juris Doctor *Cum Laude* - May 2001

- University of Detroit Mercy Law Review - Senior Editor
- Michigan Business Law Journal - Managing Editor

State University of New York at Albany

Bachelor of Arts Degree - May 1996

PROFESSIONAL MEMBERSHIPS

Board Member – American Cancer Society for Oregon and SW Washington

Oregon Bar Association, California Bar Association, Michigan Bar Association Global

Professional in Human Resources, GPHR – May 2011

PUBLICATIONS AND HONORS

- Recipient of the Nike Maxim “Do the Right Thing” Award from Global DTC Leadership April, 2014
- Recipient of the Nike “We Serve the Athlete” Brand Truth Award from North America DTC Leadership May, 2010
- Author - “The Intentional Tort Exception and Workers’ Compensation Exclusive Remedy,” Michigan Defense Quarterly, Vol 20, No. 1, July 2003
- Co-Author – “Toolkit for the Fair Labor Standards Act & Michigan Wage and Hour Law” Institute of Continuing Legal Education Website, Michigan Division, August 2002