

Eduardo E. Saffle

JD, LLM, SHRM-CP, CP MBTI CP ESCI

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EDUCATION

Korn Ferry, *Emotional & Social Competency Inventory (ESCI) certification (2023)*

The Myers & Briggs Foundation, *Myers-Briggs Type Indicator certification (2015)*

Cornell University, *Advanced Certificate in Strategic Human Resource Management (2014)*

University of Miami School of Law, *Master of Laws in International Arbitration (2010)*

Washington and Lee University School of Law, *Juris Doctor (2009)*

University of Pennsylvania, *Bachelor of Arts in Political Science (2004)*

EXPERIENCE

Thermal Concepts, Davie, FL

Senior Vice President of Human Resources, December 2023 – Present

- Building an HR team for a PE-backed, growing, multi-state HVAC company
- Develop policies and procedures for all areas of human resources and safety/risk management
- Revising company processes for performance appraisals and disciplinary actions
- Completing the build-out of the Vista Viewpoint HR system
- Guiding the company through open enrollment and incorporating new acquisitions into company plans
- Revising HR practices to ensure alignment with state / federal compliance (e.g., FMLA, ADA)
- Provide executive coaching, supervisory training and development

Broward County Clerk of Courts, Fort Lauderdale, FL

Chief Human Resource Officer, October 2023 – December 2023

- Revised agency's processes for performance appraisal, disciplinary action, and & crucial conversations
- Completed the partial implementation of the MUNIS ERP system
- Provided executive coaching, supervisory training and development

Arc Broward, Sunrise, FL

Chief People Officer, May 2022 – October 2023

- Executive coaching, Organizational Development, oversight of HR & Training departments in 100% in-person + hybrid + 100% remote work environments
- Directly managed employee relations, performance, and state/federal compliance programs
- Developed supervisory training program, management trainings on HR topics, emotional intelligence, leadership styles and organizational climate, and leadership workshop
- Developed agency's succession plan, including a matrix for retention and turnover risk
- Assumed the agency's risk management and emergency operations plans, revising each
- 5-year reduction in workers' compensation experience rate, resulting in premium reductions

Vice President of Talent Management, March 2018 – Present

- Led HR as a member of the senior leadership team and executive coach
- Chaired committees on Employee Engagement, Health and Wellness, Safety
- Rebuilt and realigned the HR staff to better execute the agency's strategic plan
- Guided the HR team through the completion of HRIS implementation (UltiPro/UKG Pro)
- Revised policies and procedures, as well as the employee handbook, including developing COVID-19 policies and agency's first ever remote work program and telework policies
- Developed supervisory and leadership training programs for HR topics
- Revamped workers' comp and return to work processes to reduce claims and WC premiums
- Administered the rewards and recognition programs

Kaito Consulting, LLC, Hollywood, FL

Co-Founder / Managing Member, June 2016 – Present

- Coaching, leadership training, organizational assessments (Myers-Briggs, Leadership Styles, Organizational Climate, Emotional and Social Competence Inventory), and policy development

Florida International University, Miami, FL

Adjunct Professor, April 2016 – Present

- Graduate Labor Issues & Conflict Management course in FIU's MSHRM program (F2F & online)

Florida Department of Health, Ft Lauderdale, FL

Human Resources Director, July 2013 – April 2018 (rebrand: Director of Talent Management, November 2016)

- Directed all areas of talent, workforce engagement, training and development, risk management, employee relations, classification, compensation, benefits, and all other HR functions
- Conducted market compensation analysis and developed wage enhancement activities
- Developed agency-wide career ladders and corresponding salary structure
- Reviewed position descriptions for appropriate job duties with designated position
- Conducted classification audits to ensure compliance with state and federal law
- Initial and continuing supervisory training, monthly leadership trainings in a classroom setting, one-on-one coaching, and agency-wide training at an annual conference
- Awarded "Best Talent Management Strategy" (Greater Miami Chamber of Commerce, 2016)
- Performance management system recognized as national Model Practice (2015)
- 100% agency-wide performance evaluation completion rate (2014, 2015, 2016)
- Reduced advertisement posting time from two weeks to one business day
- Defended the agency in unemployment hearings and appeals thereof
- Multiple EEOC investigations and a DOL W&H investigation (2013-2014) with no adverse outcomes

Labor Relations Manager, March 2011 – June 2013

- 100% compliance rating in the annual Labor Relations audit (2012)
- Managed workforce reduction of 88 positions (September 2011)
- Acting HR Director, October 2011 – June 2013

VOLUNTEER EXPERIENCE

HR Florida Council

Editor, January 2020 – December 2022

HR Association of Broward County

Past President, January 2020 – Present

President, January 2019 – December 2019

President-Elect, January 2018 – December 2018

Workforce Readiness Committee, January 2017 – December 2017

Equine-Assisted Therapies of South Florida

Second Chair, July 2021 – Present

Secretary, July 2018 – June 2021

Other Volunteer Activities

Volunteer HR Consultant, Our Children, Our Future (2016 – Present)

Examiner, Florida Sterling Council (2015 - 2016)

Reviewer, HR Certification Institute (2015)

Alumni Interviewer, University of Pennsylvania (2014 - Present)

Alumni Interview Committee Chairperson, Washington & Lee University (2012 – Present)