

Tia McCline, MBA, PHR

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SUMMARY

Strategic People Business Partner with progressive HR experience advising senior leaders in high-growth and remote-first environments. Trusted thought partner on performance management, employee relations, workforce planning, and organizational effectiveness. Known for translating business objectives into scalable people strategies that improve engagement, retention, and operational performance. Certified in Employee Relations & Investigations and Compensation Strategy, with strong expertise in data-driven decision-making and change management.

WORK EXPERIENCE

ReFed

Human Resources Project Consultant - Contract

Jan 2025 - Nov 2025

- Partnered with senior leadership to design and implement talent management initiatives aligned with strategic organizational goals
- Developed executive-facing HR dashboards tracking engagement, retention, and performance metrics to inform workforce decisions.
- Advised leaders on performance management, career development pathways, and team effectiveness strategies, increasing employee satisfaction by 10%.
- Supported organizational transitions by aligning people initiatives with evolving business priorities.

Defense Unicorns

Senior Human Resources Generalist - Reduction in Force

Apr 2024 - Nov 2024

- Served as a strategic advisor to leaders during a Reduction in Force, guiding workforce planning decisions and ensuring compliant, equitable transitions
- Counseled managers on performance strategy, team restructuring, and retention planning in a fast-scaling remote environment.
- Led performance alignment initiatives that improved engagement by 12% by clarifying expectations and accountability frameworks.

Grow Therapy

Senior People Operations Specialist - Contract

Jul 2023 - Apr 2024

- Designed and implemented a scalable new hire orientation program to support a rapidly growing remote workforce, increasing onboarding satisfaction by 12%.
- Partnered with leadership to align performance management practices with company objectives, resulting in improved engagement and role clarity
- Oversaw benefits and leave strategy administration, ensuring compliance while reducing HR inquiry volume by 30% through improved communication and education.

Dutchie

Senior People Generalist

Mar 2022 - Jul 2023

- Acted as strategic HR advisor supporting 300+ remote employees and cross-functional leaders across multiple business units.
- Guided leaders through organizational change, team restructuring, and role clarity initiatives to support scalable growth.
- Analyzed engagement and performance data to identify workforce trends, influencing proactive retention and development strategies.

- Improved HR system efficiency by 25% through process optimization and workflow redesign.

Maxar Technologies

HR Coordinator - Contract

Jan 2022 - Sep 2022

- Partnered with managers to clarify role expectations and strengthen performance accountability frameworks.
- Supported performance management cycles and employee experience initiatives in a compliance-driven environment.
- Facilitated leadership development programs that increased participation in employee development initiatives by 15%.

Payroll Benefits and Solutions

Human Resources Manager

Dec 2020 - Dec 2021

- Led performance management implementation and career development programming aligned with business growth objectives.
- Coached managers on employee relations, conflict resolution, and leadership effectiveness, contributing to improved retention outcomes.
- Developed training initiatives focused on benefits, workplace safety, and performance standards to strengthen workforce capability.

Faurecia

Human Resource Generalist

Sep 2018 - Sep 2020

- Advised leadership on organizational design, workforce planning, and employee relations matters in a multi-location environment.
- Supported leave strategy and compliance initiatives while maintaining a high-touch employee experience.
- Contributed to improved retention and engagement through structured performance and development guidance.

Manpower

Human Resource Representative

May 2012 - Apr 2015

- Managed recruitment campaigns for diverse clients, aligning efforts with organizational goals and candidate requirements, which improved the hiring process and reduced time-to-fill by 20%.
- Conducted onboarding for new hires, utilizing employee feedback to refine processes and ensure alignment with company culture.

EDUCATION

Columbia Southern University	2020
Master of Business Administration, Human Resource Management	
Columbia Southern University	2017
Bachelor's, Human Resource Management	
Shelton State Community College	2015
Associate of Arts and Sciences, Business	

CERTIFICATIONS

Compensation Strategy, BinHR	2025
Professional in Human Resources (PHR), HRCI	2019
Employee Relations and Investigation, BinHR	2024

SKILLS

Strategic Leadership Advisory • Workforce Planning & Organizational Design • Performance Management & Calibration • Employee Relations & Risk Mitigation • Talent Development & Succession Planning • Change Management & RIF Support • Compensation & Leveling Support • Coaching and Mentoring