

John A. Bushfield

Strong Communicator Creative Problem Solver Innovative Leader

Professional Profile

Effective, highly skilled business executive with broad experience in multiple industries. Leads using compassion, intelligence, humor and integrity. Effectively balances risk/reward ratio, achieving creative, cost effective solutions. Strategically driven, tactically competent, with demonstrated execution ability. Over 30 years of employment experience in multiple roles has revealed competencies in the following areas:

Human Capital Management

Built HR function in rapid growth, technology driven companies with multiple domestic and international offices. Experienced M&A professional, leading HR diligence in over 45 deals. Specialize in work culture development using integrated value system to drive decision making process.

Application of Technology

Early adopter of technology to scale HR function. Among the first to implement IVR system to manage benefits program for 10,000 employees across 400 locations. Managed the development of company intranet using Microsoft SharePoint services. Built and managed R&D function to develop proprietary gaming platform.

Entrepreneurial Engagement

Established consulting practice offering diverse HR services to SME marketplace. Formed, financed and operated recycling operation serving commercial construction industry. Created animation studio to produce children's TV series.

PROFESSIONAL EXPERIENCE

Core Value Solutions, Inc. – Atlanta, GA

Present

President and Chief Cultural Architect

Founded a consulting firm advocating the use of value systems to drive cultural behavior. Subject Matter Expert in cultural development, coaching, and strategic HR support, developed through 30+ years of experience building and managing HR infrastructures, and advising employees at all levels how best to achieve their personal and professional goals.

- Skilled in the identification, development, implementation and sustainability of authentic, integrated value systems specific to the organizational business strategy
- Broad, in depth experience with M&A activity, leading functional diligence pre-close and integration plans post-close
- Develop strategy and supporting tools to assist individuals' at all organizational levels transition into targeted careers

Mulling Corporation, Inc. – Atlanta, GA

03/2010 – 12/2018

Senior Consultant

Contract consultant for a premier HR services corporation headquartered in Atlanta, Georgia. Provide career transition support for Mulling clients nationwide. We offer unique, customized programs designed to deliver personalized career strategies for employees' at all organizational levels, using state-of-the-art support tools, some of which are proprietary for Mulling clients only.

Earthwise Crushing & Recycling, Inc. - Atlanta, GA**09/2008 – 01/2010****President/CEO**

Formed, financed and operated company to recycle demolished concrete and related material into aggregate for reuse in construction projects, road work, rail maintenance, erosion control and landscaping. Market crash and subsequent recession devastated commercial construction industry almost overnight, and the subsequent bad economy, tight credit and failing financial markets all combined to restrict new business acquisition, creating severe cash flow problems, and ultimately causing the business to cease operations.

- First contract secured one month after start-up, processing 25,000 tons of material for commercial development in Lithonia, Georgia. Completed project ahead of schedule and under budget.
- Negotiated management services contract to establish a Recycling Center at an inert landfill in Fulton County, Georgia, processing over 75,000 tons of material into various forms of aggregate.

Pace O Matic, Inc. – Atlanta, GA**02/2007 – 06/2008****Vice President, Operations**

Officer responsible for technical and new product development functions for a videogame company, reporting to the CEO. Additional responsibilities included IT support, graphic design, and legal.

- Set up and managed R&D department charged with the development of a new, proprietary gaming platform, using Java with Agile methodology. Established project plan, metrics, and completion milestones. Key component development on schedule when significant revenue shortfall derailed entire project.
- Managed office relocation to larger facility in anticipation of significant growth.

Cypress Communications, Inc. – Atlanta, GA**08/2005 – 02/2007****Senior Vice President, Human Resources**

Recruited by the CEO to join a new management team being formed as a result of the company's acquisition by a private equity firm. Developed the people practices infrastructure facilitating the transition from a traditional PBX provider to offering advanced, business class VIOP services targeted at the SME marketplace. Headquartered in Atlanta, Cypress had 9 field offices across the U.S. employing over 700 people.

- Designed and implemented a comprehensive system to support a high performance team environment.
- Created enterprise wide compensation system with custom designed performance management component.
- Developed interactive web based communications system using Microsoft SharePoint services to facilitate information exchange throughout the company

Shepherd's Pie Productions – Atlanta, GA**07/2002 – 07/2005****Chief Strategy Officer.**

Formed an animation studio to produce children's animated 3D movie. Secured investors, raised funds, recruited artists, managed operations, developed marketing strategy, and communicated progress to investors. Project evolved into proposal for a Television series.

- Produced DVD containing pilot episode (11 minutes of content) as proof of concept, with series 'bible' outlining additional material for a complete season
- Major content contributor to all episodes
- Music, voice over and effects all custom designed for the project

NetEffect Corporation – Atlanta, GA**06/2000 – 12/2001****Chief People Officer**

Recruited to lead the people practices for a start-up technology organization with functional responsibility for HR, Facilities, IT support and Legal. Company had a number of offices domestically and internationally, using CISCO certified engineers to design, build, and manage the network infrastructure for customers worldwide. Significant Board of Directors interface due to on-going conflict between CEO and President; distractions created by this conflict ultimately forced the removal of CEO and severely wounded operational efficiency. Telecom crash in early 2001 sealed the company's demise.

- Streamlined recruiting operation significantly reducing cost per hire while improving candidate stream
- Managed the integration of disparate systems, allowing the company to more efficiently manage employee and customer data

MindSpring Enterprises – Atlanta, GA**02/1997 – 06/2000****Vice President, People and Places**

Established HR function at start-up Internet Service Provider. Facilitated rapid growth, both organic and through acquisition, from 200 to over 5000 employees, with 9 call center locations, during tenure. Overall responsibility for developing and maintaining corporate culture through core value system. Left shortly after merger with EarthLink.

- Developed streamlined guidelines surrounding employee behavior, using articulated value system to align with company goals and objectives
- Designed innovative compensation system supporting supervisory accountability
- Established pro-active organizational development function to address strategic initiatives surrounding management effectiveness, succession planning, and key employee identification

Medaphis Corporation – Atlanta, GA**05/1990 – 01/1997****Vice President, Human Resources**

Initiated HR function in rapidly growing Health Services Organization. Grew from 300 to over 10,000 employees (80% female) during tenure, with over 400 field offices across the U.S. Growth occurred largely through acquisition. Early adopter of technology to scale function.

- Developed one of the first national IVR systems to support employee self-help surrounding benefit program
- Designed and implemented 401(k) program with employer match
- Performed HR diligence on 42 acquisitions, all of which closed successfully
- Managed the implementation of integrated HRIS technology (PeopleSoft)

EDUCATION

BBA – The George Washington University

OTHER

Decorated Combat Veteran: Purple Heart, Bronze Star, Air Medal
 Chairman, Board of Directors, DeKalb Community Service Board
 Past Chairman, Board of Trustees, Downtown Child Development Center
 Director, Board of Directors, ProSelect Resources, Inc.
 Past Finance Chairman for DeKalb County Candidate, Superior Court Clerk
 Graduate, Leadership DeKalb, Class of 2015
 Member and HR leader of Kettering Executive Network
 Trained Civil Mediator
 Proud father of severely disabled daughter