

# EDWARD F. LISOSKI

18294 US Highway 87 S, Vancourt, TX 76955

[eddiel@centex.net](mailto:eddiel@centex.net)

325.234.3330

[www.linkedin.com/in/edlisoski](http://www.linkedin.com/in/edlisoski)

## EXPERIENCED UNIVERSITY EDUCATOR & FACILITATOR

### Seasoned Business Leader | Academic Course Development and Subject Matter Expert

Experienced on-line and face-to-face University Faculty Leader with expertise in developing, as well as teaching in the classroom environment. Subject matter expert in business honed after many years of experience as a business leader with hands-on expertise in improving operational issues and developing and implementing strategic organizational solutions.

Relationship builder with expertise in identifying root causes of issues, translating complex processes into clear, understandable, and actionable steps. Energetic, value-driven leader who consistently meets objectives with candor, honesty, and integrity.

Expertise in:

- **Blackboard/Canvas Software**
- **Course Development**
- **Facilitating online learning environment**
- **Building Relationships**
- **HR Information Systems**
- **Lean Thinking Methodology**

## PROFESSIONAL EXPERIENCE

**SOUTHERN NEW HAMPSHIRE UNIVERSITY**, Manchester, NH  
**Online Adjunct Faculty**

**2013 to present**

Teach graduate and undergraduate level courses upon request in the Blackboard environment. Graduate courses include Human Resources in Global Contexts and Law, Ethics, and Politics in Human Resources. Undergraduate level courses taught include Human Resources Management and Human Resource Relations in Administration. Contracted as a Subject Matter Expert to assist in course development in Human Resource Management, Organizational Behavior, and Business Ethics. Facilitate teaching courses 3-4 times per year in an online Blackboard environment.

**CHAMPLAIN COLLEGE**, Manchester, Vermont

**2017 to present**

Teach graduate level course upon request in the Canvas environment. Currently teach Human Resource Analytics 1-2 times per year

**UNIVERSITY OF PHOENIX UNIVERSITY**, Phoenix, AZ  
**Online Adjunct Faculty**

**2004 to 2014**

Taught Organizational Behavior, Human Resource Information Systems, and other related courses upon request in an online environment using proprietary software platform.

**ANGELO STATE UNIVERSITY**, San Angelo, TX  
**Adjunct Faculty Instructor**

**2003 to 2014**

Developed and taught Human Resources Management, Leadership, and Organizational Behavior in a face-to-face teaching environment.

**JOHNSON & JOHNSON INC.**, San Angelo, TX

**Plant Human Resources Manager**

**2008 to 2016**

Provide overall responsibility for all aspects of Human Resources in unionized Medical Device manufacturing operations with 600+ associates. Strategic leader for labor negotiations, talent recruitment and development, and collaborative employee / labor relations environment.

- Employee / Labor Relations:
  - Developed and implemented collaborative, win-win labor relations environment, and positive organizational change processes implemented with zero arbitrations or legal challenges.
    - Implementation of Competitive Edge management / Union training initiative, resulting in increased engagement of Union leaders in operational changes designed to improve global competitive position.
    - Developed and collaboratively implemented transformational technical career ladder for high-speed automation lines that reduced attrition, improved organizational performance, and increased employee engagement.
  - Ensured consistent improvement in employee satisfaction and morale in areas of trust, employee engagement, and talent development.
    - Achieving continuous improvement in Johnson & Johnson world-wide employee satisfaction survey.
    - Mentoring and coaching line managers and plant staff leadership team.
  - Led strategic collective bargaining process, responsible for proposal development, bargaining, and execution.
    - Serving as Human Resources lead for Collective Bargaining process from 1991 through 2016.
- Organizational Change:
  - Directed workforce restructuring initiatives and developed strategic rationale and execution plan, successfully meeting all organizational targets.
  - Oversaw 2010 closure of Mentor facility in Tucson, AZ, led development and execution of change management process, all communication activities, employee relations, and outplacement process, effectively managing process with no litigation or legal challenges.
  - Executed KRONOS conversion project, multi-million, multi-plant initiative, resulting in standardization of wage payroll, and absentee and leave tracking for ETHICON domestic sites.
- Talent Development:
  - Developed and deployed transformational recruitment / talent development partnership with ETHICON, Howard College, local Union leadership, and The State of Texas, a cutting edge joint initiative between private industry, public education, and State government.
  - Led Performance Development and Succession Planning process for ETHICON, San Angelo, TX site, driving accountability and line-leader ownership of talent performance process.
  - Championed initiation, development, and execution of transformational talent development initiatives, including implementation of WORKKEYS assessment process, Adult Skills Competency training initiative, and wage career progression ladder for technical assessment positions.
  - Directed multi-national team, developing and initiating international college recruitment programs at University of Monterrey, Mexico, University of Texas at El Paso, Texas A&M, and Texas Tech University.
- Community Relations / Public Relations:
  - Served as passionate Board Member on Texas Labor-Management Board, Academic Advisory Boards for Texas State Technical College and Howard College, including opening keynote speaker at 2016 Texas Labor-Management State of Texas Conference in August 2016.
  - Held position as Community Board member for United Blood Services, Christmas in April, Hospice, and United Way, providing community support.

**JOHNSON & JOHNSON INC.** (Continued)

**Human Resources Business Partner**, ETHICON, San Angelo, TX

**Plant Human Resources Manager**, ETHICON, Somerville, NJ

**Labor Relations / Training Manager**, ETHICON, San Angelo, TX

**Labor Relations Administrator**, ETHICON, Somerville, NJ

**Sr. Operations Supervisor**, ETHICON, Somerville, NJ

**Operations Supervisor**, J&J Products, Skillman, NJ

### **ADDITIONAL RELEVANT EXPERIENCE**

**W.A. CLEARY**, New Brunswick, NJ

**Manufacturing Foreman**

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### **EDUCATION**

- **Doctor of Philosophy (PhD)**, Organization & Management, Capella University, Minneapolis, MN, 2009
  - Dissertation – Organizational Change Dynamics in Transforming from Mass Production to Lean Thinking Model: An Explanatory Case Study
- **Master of Business Administration (MBA)**, Business, Angelo State University, San Angelo, TX, 2000
- **Bachelor of Science (BS)**, Biology, Bloomsburg University, Bloomsburg, PA

### **CERTIFICATIONS & AWARDS**

- Certified DISC Instructor, 2014
- Certified J&J Coaching and Effective Feedback Instructor, 2013
- Certified Myers-Briggs Assessment Instructor, 2012
- 1st Place State of Texas Research Competition – Ergonomics: An Exploratory Analysis, 2000
- SPHR – SHRM Certification, 1999