

## VANANH (ANN) NGUYEN

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<b>EDUCATION</b>	<b>VANDERBILT UNIVERSITY</b> <b>OWEN GRADUATE SCHOOL OF MANAGEMENT</b> Master of Business Administration, May 2018 Concentrations: Human and Organizational Performance   Strategy <ul style="list-style-type: none"><li>GPA: 3.5   Certification: SPHR (Exam scheduled for April 5, 2018)</li><li>Director of Communications and Events, Asian Business Association   Partnership Committee, Turner Family Center for Social Ventures</li></ul>	<b>Nashville, TN</b>
	<b>UNIVERSITY OF FOREIGN TRADE</b> Bachelor of International Finance, August 2012 <ul style="list-style-type: none"><li>Graduated in the top 20% of class.</li><li>1 out of 40 AmCham (American Chamber of Commerce) Scholarship Winners in Ho Chi Minh City, Vietnam.</li></ul>	<b>Ho Chi Minh, Vietnam</b>
<b>EXPERIENCE</b>	<b>ARDENT HEALTH SERVICES</b> <i>Spring MBA Extern, Talent Acquisition</i> <ul style="list-style-type: none"><li>Led an end-to-end process revamp of job description and competency design for 27 healthcare facilities: developed, tested, and obtained approval for the new version from Director of Talent Acquisition and Chief Nursing Officer.</li><li>Completed full lifecycle recruitment for two Purchasing and Social Media Marketing roles.</li></ul>	<b>Nashville, TN</b>
<b>2018</b>		
<b>2017</b>	<b>EDUCATION PIONEERS FELLOW – ORLEANS PARISH SCHOOL BOARD</b> <i>Summer MBA Intern, Human Resources</i> <ul style="list-style-type: none"><li>Led a team of two senior HR specialists to create and implement a change management process to increase the adoption of a newly implemented Performance Management System<ul style="list-style-type: none"><li>Performed root cause analysis through surveys and multiple focus groups;</li><li>Designed a new framework along with a training deck on performance management, and presented it to C-Suite executives who later used this training deck to train their central office's team of 100 people.</li></ul></li><li>Analyzed employee insights and collaborated with Legal and IT teams to develop new structure and interactive content for the employee handbook for teachers &amp; administrators across 26 schools in New Orleans.</li></ul>	<b>New Orleans, LA</b>
<b>2014 – 2016</b>	<b>UNILEVER VIETNAM</b> <i>Human Resource Business Partner (HRBP) Assistant Manager – Supply Chain and R&amp;D</i> <ul style="list-style-type: none"><li>Oversaw talent management activities: managed compensation packages and implemented function-specific trainings to develop emotional intelligence (EI) capabilities. Received employees' evaluation rating of 4.2 out of 5 for EI training program's effectiveness.</li><li>Led organizational effectiveness initiatives: analyzed data from 7 countries, adopted region's best practice for local organization structure, increasing functional productivity by 13.5% and saving EUR 100MM annually.</li><li>Managed process changes and implemented employee engagement initiatives to build a healthy culture for 170+ employees across supply chain and R&amp;D; improved employee satisfaction score by over 10%.</li><li>Stepped up to cover HRBP Manager's responsibilities during organizational restructuring in 2013: worked directly with Senior Managers and Directors to identify redundant positions, liaised with Union representatives and employees in terms of severance package and transferring positions, ensuring regulatory compliance.</li><li>Developed content and executed nationwide plans for promotion of Unilever Future Leaders – a strategic graduate recruitment program (annual budget: 1 billion VND). Attracted a diverse pool of 5600+ applicants over two years.</li></ul>	<b>Ho Chi Minh, Vietnam</b>
<b>2012 – 2013</b>	<i>Employer Branding and Leadership Development Specialist</i> <ul style="list-style-type: none"><li>Managed performance management systems and processes for 1,200+ managers and employees. Analyzed employee performance, identified training needs, developed training decks and annual workshops, exceeding the annual KPI target for overall employee performance.</li><li>Led a three-member team to successfully launch Unilever Vietnam's first social media page on Facebook. Created employer branding content to align with talent acquisition strategy, improving candidate pool.</li><li>Collected and examined organization data for three preceding years; presented key findings and trends to inform HR management team about organization health.</li></ul>	
<b>ADDITIONAL</b>	<ul style="list-style-type: none"><li>Technical Expertise: Excel for Business Analytics   SPSS   Tableau   Microsoft Power BI</li><li>A part-time career coach, certified by International Coaching Federation (ICF), during 2015-2016.</li><li>1 of 2 employees awarded "Go Extra Miles" (2014) and "Unsung Hero" (2012) awards by Unilever's HR Leadership Team.</li></ul>	

