

Dr. Mykka C. Fisher, DBA, GPHR

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EDUCATION

- DOCTOR OF BUSINESS ADMINISTRATION *Liberty University*, International Business, May 2020
- MASTERS OF LAW *Leiden University*, European Union Law, August 2009
- MASTERS OF BUSINESS ADMINISTRATION *Johns Hopkins University*, Human Resources Management, May 2005
- BACHELOR OF BUSINESS ADMINISTRATION *Baylor University*, Human Resources Management, May 2000

RESEARCH AND PUBLICATIONS

- *The Study of the Impact of Cultural Intelligence (CQ) Training on CQ Measures of Expatriate Employees in International Business*, Doctoral Dissertation published May 2020
- *Creating Effective Community Social Policy - An Analysis of the Working Time Directive within the European Community*, Master's Thesis, May 2009

WORK EXPERIENCE

LECTURER

Baylor University
Waco, TX
August 2023-Present

- Developed class lecture.
- Created class activities and instructional materials to engage student learners.
- Managed classroom exercises, lecture and flow for three-hour class.
- Prepared classroom materials including quizzes, grading rubrics, and power point slides.
- Contributed to the mission and vision of the University by modeling school values.

HUMAN RESOURCES DIRECTOR

Metropak, Inc
Richardson, TX
September 2021-May 2022

- Advised Executive Team on all Human Resources related topics.
- Implemented new payroll and timekeeping system saving the organization approximately \$35,000 annually.
- Navigated business beyond the 50-employee threshold related to all legal compliance issues.
- Revamped and updated Employee Handbook.
- Created and executed new performance review process.
- Developed and implemented new processes and procedures.
- Administered all company benefit plans and maintained all employee records.

EXECUTIVE DIRECTOR

Transkinetic Strategies, LTD
Abu Dhabi, UAE
April 2008- September 2021

- Researched and coordinated licensing requirements for business establishment in European Union, United States, and United Arab Emirates.
- Coordinated temporary visas, travel and meeting arrangements for consultants.
- Ensured family immigration compliance and visa acquisition.
- Maintained internal business accounting and liaised with tax professionals.
- Served as point of contact for accounting and payroll administration vendors.
- Coordinated healthcare benefit administration.
- Supervised relocation services.

HUMAN RESOURCES

DIRECTOR

National Electrical Benefit Fund

Rockville, MD

October 2006 – August 2008

- Led strategic planning sessions developing the direction of the organization.
- Served as lead Management representative during Labor/Management meetings solidifying a \$19 million union contract.
- Interpreted and advised 30-member management team on labor issues.
- Analyzed internal employee benefit packages and implemented new programs where deficiencies existed.
- Served as lead Human Resources representative making all decisions relating to employee relations, labor relations, legal matters, and compensation packages.
- Ensured FMLA, FLSA, OSHA, COBRA and HIPAA law compliance. Completed Worker's Compensation documentation and participated in hearings.

HUMAN RESOURCES

MANAGER/TRAINER

National Electrical Benefit Fund

Rockville, MD

September 2002 – October 2006

- Management Representative on the Labor/Management team for labor relations meetings and contract negotiations.
- Implemented major cultural shift as HR representative on Leadership Team.
- Conducted complete recruiting cycle for all new hires to include candidate search, employment verifications, interviewing, testing, orientation, and training.
- Developed and conducted management/staff training programs on interviewing, generational differences, and accountability.
- Managed/Administered corporate compensation and benefits, point of contact for all related matters.
- Maintained employee flexible spending accounts.
- Developed and implemented successful new benefit programs.
- Organized employee wellness programs and health fair.
- Developed and implemented first of its kind reward and recognition program.
- Acted as point of contact for employee personnel issues and resolution of same.
- Researched and organized employee work/life programs.
- Trained new employees.
- Coordinated company functions for up to three hundred and forty participants.

PROFESSIONAL SKILLS AND EXPERIENCE

- Organizational Change Management
- Employee Relations
- Negotiation and Conflict Resolution
- Human Resource Management
- New Hire Orientation/On-Boarding
- Employee Compensation and Benefits
- Performance Management
- Project Management
- Training and Development
- Lecture Design
- HR Consulting
- HR Policies
- Employment Law
- HRIS
- Organizational Development
- Labor Relations
- Recruitment and Talent Management
- Cultural Intelligence
- Managing Generational Differences
- Instructional Material Design

RELATED COURSEWORK/CERTIFICATIONS

- GLOBAL PROFESSIONAL IN HUMAN RESOURCES: HRCI, May 2021
- CULTURAL INTELLIGENCE (CQ) CENTER: Certified CQ Trainer, December 2016
- ICAL TESL/TEFL Certificate, *ICAL Teacher Training*, November 2010
- CORNELL UNIVERSITY: Labor Relations and Collective Bargaining Certificate, March 2006

VOLUNTEER EXPERIENCE / CHARITABLE WORK

- SOCIETY OF HUMAN RESOURCE MANAGEMENT: May 2000 – Present
- VOLUNTEER: Rock Point Church Kids; December 2021 – May 2023
- SCHOOL BOARD VICE CHAIR/GOVERNANCE COMMITTEE CHAIR: Pinewood American International School of Thessaloniki; Sep 2017 – Aug 2019
- BUSINESS CONSULTANT AND VOLUNTEER: The A21 Campaign; Oct 2015
- VOLUNTEER: March of Dimes; Apr 2001 – Aug 2008

LANGUAGE SKILLS

- English – Full Native Proficiency
- Spanish – Basic Proficiency