

Michael R. Sanders

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Professional Summary

A dedicated and experienced leader with a proven record of training and leading geographically separated teams and consistently improving programs. An effective communicator who is a trusted advisor to key leadership on strategic human resources and personnel retention issues through critical evaluation and business acumen.

Core Competencies

- Leadership
- Human Resources
- Firearms/Weapons
- Interpersonal Skills
- Personnel Management
- Employee Retention
- Training/Development
- Recruitment
- Public Presentation
- Process Improvement
- Adaptability
- Communication
- Detainment/Enforcement
- Proactivity
- Regulatory Compliance

Experience

Human Resources Manager

2004 – Present

United States Marine Corps

- Managing a population of up to 1400 employees across multiple geographic locations
- Achieved retention rates exceeding 100% of goals
- Advised executive leadership on retention and assignments programs
- Ensured quality assurance for all requests submitted to higher headquarters
- Subject to numerous inspections, with zero discrepancies
- Participated in creation of new training and evaluation programs
- Enhanced local transition assistance programs to include additional training and career fairs
- Conducted inspection of other offices to provide training and ensure compliance with current policies
- Deployments: OIF – Iraq, OEF – Afghanistan, 13th MEU – Horn of Africa, 31st MEU – Asia

Professional Development

- Advanced Tools for Coaching, United States Marine Corps, Recruiter School, 2017
- Counselor (Professional & Kindred), United States Department of Labor, 2017
- Enlisted Career Seminar, United States Marine Corps, 2016
- Tools for Coaching, United States Marine Corps, 2016
- Command Operations Center (COC) Watch Officer Course, 2011
- Staff Non-Commissioned Officer Academy, United States Marine Corps, 2007
- Command Career Counselor, United States Marine Corps, Recruiter School, 2005
- Primary Marksmanship Instructor Course, United States Marine Corps, 2003