



Human Resources Professional of the Year 2013 Winner

David Keech, PHR

Regional Human Resources Manager / Sharp Business Systems

The Patricia D. Phifer / HR Professional of the Year award recognizes a member of the Charlotte Area SHRM chapter who has shown outstanding leadership not only in the HR community - CASHRM, the NCSHRM State Council and other organizations - and who has also exemplified service to the HR profession, leadership in the business community and service to the local community.

It is with great pleasure that we announce the recipient of the 2013 award – *David Keech, PHR*.

David's contributions to the HR COMMUNITY include:

- National member of SHRM since 1995
- A member of the CASHRM since 1998 (Charlotte Area Personnel Association), member of New Member Orientation Committee (inaugural in 2004), Board member since 2008.
- 2010 CASHRM President. In the midst of one of the worst economic situations to affect this country, under his leadership the chapter managed to maintain/grow membership.
- Lead for the CASHRM Past Presidents Advisory Council
- Member of NC SHRM State Council since 2010 - currently SHRM Foundation Chair; 2011 & 2012: served on advisory committee for Awards, helping select State HR Professional of the Year.

David's contributions to the HR PROFESSION include:

- Judge for SHRM Regional Scholarship Program, 2012 and 2013.
- Obtained Professional in Human Resources (PHR) certification in 1999.
- Contributor to the Forsyth School of Business, Western Carolina University, where he received my Bachelors in Business Administration.

David's contributions to the BUSINESS COMMUNITY include:

- Currently Regional HR Manager for Sharp Business Systems creating business partnerships with SBS units in the Southeast. Business units had previously operated on their own and had viewed HR as the "bad guy." David has successfully forged a bond and trust with unit managers where strategic and short-term goals are discussed in an open and productive environment.
- Worked as an HR consultant for Professional Employers Organization throughout the Southeast. Helped small and medium sized companies integrate into a larger organization and the state and federal regulations that come with it. Many of these companies had never had an HR Department and were unsure what to do.

David's contributions to the CIVIC COMMUNITY include:

- Serves as volunteer for Grinkids Organization, a local charity who's main goal is to take a plane load of terminally ill and/or handicapped children on a once in a lifetime trip to Disneyworld (and their families) each October.
- Active father to his son's Naval JROTC class at South Mecklenburg High School

David's many accomplishments are best summarized by his manager:

"I think Mr. Keech makes an ideal choice, as I can think of no individual who better exemplifies the SHRM values or better represents the Human Resources professional than does Mr. Keech. As his manager, I can tell you he requires very little direction to "do right" by his employees above all else.

Mr. Keech is a consummate professional, knowledgeable in state, local and federal laws, quick to pick up new concepts and ideas and happy to assist all who seek his counsel. He is also a true partner to the managers he serves. He has gained expert level knowledge of our business practices and goals, so that he can assist the organization in reaching our objectives. His advice and input are sought at every level, from Branch president down to the newest staff member right out of college.

Perhaps his best quality is his eagerness to help out, to find solutions to existing problems and proactively solve concerns before they become problems. In the nearly six years we have worked together I have come to lean heavily on him as a trusted advisor and right hand, without whom I would be lost."