

**Keith Allen Rosdahl, SPHR**

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**OBJECTIVE  
SUMMARY**

Seeking an Executive-level Management or Human Resources Management position supporting the public or private sector.

U. S. Marine Corps Colonel with over twenty years of successful senior military leadership in large, complex organizations, serving in a wide range of command, executive management, operations, and planning positions in peacetime and combat operations, with extensive record of excellence in organizational productivity, innovation, efficiency and effectiveness. Outstanding expertise in leading change, leading people, business acumen, building coalitions, and attaining results.

Corporate private industry experience with Perdue Industries performing as a Human Resources Manager. Excellent skills in managing and administering human resources policies, procedures and programs. Proficient in all function human resource realms, i.e., departmental development, Human Resource Information Systems (HRIS), employee relations, training and development, benefits, compensation, organizational development, and employment.

- Leading Change
- Business Acumen
- Results Driven
- Leading People
- Building Coalitions
- Active TS-SCI Clearance

**ACCOMPLISHMENTS**

**Leading  
Change**

Represented both Navy and Marine Corps interests relative to a proposal for evolving current Disability Evaluation System (DES) process. I personally led the Continuation of Military Service (COMS) process and provided valuable expertise inputs into each of the other functional areas of the proposed process and final outputs. As a result, the DES Evolution proposal was delivered to the Wounded, Ill, and Injured Senior Oversight Committee providing an understandable, transparent, seamless, optimal and equitable system for enabling service members and veterans to achieve their full potential.

**Leading  
People**

Professionally trained, mentored and supervised a department comprised of all four services employing Air (fixed and rotary wing), Surface Fires, Information Operations (Psychological Operations, Operations Security, Electronic Warfare, Military Deception and Computer Network Attack), Space Operations, Combat Camera and Special Technical Operations effectively across 155,000 square miles of battlespace supporting two combat deployments.

**Results  
Driven**

Managed the Traumatic Service members' Group Life Insurance (TSGLI) Appeals process on behalf of the Secretary of the Navy - overturning 1/3 of all appeals to the benefit of the Wounded Warrior. Through close coordination with the appropriate service headquarters, VA and insurance programs oversight staff, and member thereby streamlining the process, increasing benefits and support to both Sailors and Marines.

<b>Business Acumen</b>	Through research and by applying Lean Six Sigma, lead effort to reduce PEB formal board appearances. As a result, formal hearings were reduced by 20% from 2008-2009 creating significant savings for the Secretary of the Navy. In terms of TAD costs alone, over 20,000,000 dollars was saved along with the significant drain on man-hours.
<b>Building Coalitions</b>	Educated and directed proper use of Fire Support Coordination Measures (FSCMs) and Air Control Measures (ACMs) through education and proper employment. Course of Action development and negotiations across all four services along with coalition partners and Non-Governmental Organizations (NGOs) guaranteed air space integrity and Counterfire flexibility while providing for the future growth and development of Baghdad Airport Airspace. This effort established the template that becomes the model for all aviation.

## MILITARY WORK HISTORY

<b>Senior Presiding Officer, PEB</b> SECNAV, Council of Review Boards (CORB), Physical Evaluation Board (PEB), Washington Navy Yard, DC	<b>2006 to 2011</b> Colonel/O-6 Active Duty
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Managed the Integrated Disability Evaluation System (IDES) adjudicating over 15,000 Physical Evaluation Board (PEB) cases for Wounded, Ill and Injured (WII) Sailors and Marines using Legacy, Pilot and Integrated DES processes, and while utilizing extensive study of public law and a broad range of implementing directives and guidance. Awarded Legion of Merit Medal in recognition of distinguished leadership and exceptionally meritorious conduct in the performance of outstanding service.

<b>Force Effects Coordinator/Deputy, Effects Planner</b> II Marine Expeditionary Force/Brigade, G-3 Operations, Camp Lejeune, NC	<b>2002 to 2006</b> Colonel/O-6 Active Duty
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Directed the planning and employment of lethal and non-lethal effects, utilizing air, surface, information operations (operations security, military deception, psychological operations, electronic warfare, computer network attack), combat camera, space operations and special technical operations across 155,000 square miles of battlespace while supporting two combat deployments with a unit comprised of Soldiers, Sailors, Airmen, Marines & Civilians. Awarded the Bronze Star and Meritorious Service Medals for meritorious achievement in the superlative performance of his duties supporting two combat deployments.

## CIVILIAN WORK HISTORY

<b>Human Resources Manager, Shipping Manager, Product Coordinator, Logistics Coordinator, Programmer/Analyst, Production Supervisor</b> Perdue Industries, Salisbury, MD	<b>1994 to 2002</b>  Recalled to Active Duty
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Well educated and versed in all facets of HR Management to include interviewing and hiring, training and education, safety and ergonomics, medical, benefits, rewards and discipline, counseling and terminations, and affirmative action plans with union and non-union employees. Hand-picked to independently manage all night shift operations for a company with greater than 20,000 personnel - met or exceeded all HR milestones and

training requirements. Awarded Salary Associate of the Month, received special recognition for most improved retention, best performance on budget, and team player award, and On-The-Spot-Recognition for Training, Benefits, and flawless Y2K preparation.

## EDUCATION

<b>Certified Senior Professional in Human Resources (SPHR)</b> Human Resources Certification Institute (HRCI), Alexandria, VA	<b>2010</b>
<b>MBA with High Honors - Information Systems</b> Oklahoma City University, Oklahoma City, OK	<b>1990</b>
<b>BS Accounting and BS Business Administration</b> Central Washington University, Ellensburg, WA	<b>1982</b>
<b>AA Accounting &amp; Business Administration with Honors</b> Highline Community College, Midway, WA	<b>1980</b>

## ADDITIONAL TRAINING

Strategic Human Resources: Delivering Business Results, Rebounding: Building Organizational Resilience, HRs Strategic Role-Leaders Lead, SHRM Certification Preparatory Course, Various Naval War College classes, National Security Course, Marine Corps Command & Staff College, Amphibious Warfare School, Field Artillery Officers' Basic & Advance Courses, Lean Six Sigma Champions Course, Veterans Administration Schedule for Rating Disabilities (VASRD) Training, Leadership Assessment, Systems Approach to Training, Total Quality Leadership, Various Supervisor and Safety Courses including Quality Awareness Education (QAE) Training and QAE Instructor Training, Management Information Systems (MIS) Apprenticeship Program, Microsoft Suite training.

## AFFILIATIONS

Society for Human Resource Management (SHRM), International Public Management Association for Human Resources (IPMA-HR) National and Virginia Chapters, Human Resources Certification Institute (HRCI), Military Officers Association of America (MOAA) Life Member, Marine Executive Association (MEA), Marine Corps Association (MCA), National Eagle Scout Association (NESA), Benevolent and Protective Order of Elks (BPOE), Field Artillery Association, Virginia Citizens Defense League (VCDL), National Rifle Association (NRA) Life Member, Naval War College (NWC) Foundation Life Member, The American Legion.

## SECURITY CLEARANCE

Active Top Secret Clearance with SCI Access (TS-SCI), April 2009

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## SENIOR HUMAN RESOURCES MANAGER

United States Marine Corps Colonel with 15+ years of successful senior military leadership in large, complex organizations, serving in a wide range of command and executive management positions in peacetime and combat operations. Extensive record of excellence in organizational development, innovation, efficiency, and effectiveness. Significant Human Resources management experience with leading Perdue Industries. Broad experience across all HR functions including strategic planning, workforce efficiency, talent acquisition, training, and employee benefits. Excellent ability managing and administering HR policies, procedures, and programs.

*Respectfully resigned from US Marine Corps in 2011.*

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### AREAS OF EXPERTISE

Human Resources Management – Operations Management – Team Leadership – Employee Relations  
Human Resources Information Systems (HRIS) – Benefits & Compensation – Organizational Development  
Training & Development – Productivity Improvement – Orientation – Cost Reduction – Change Management

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### PROFESSIONAL EXPERIENCE

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#### UNITED STATES SECRETARY OF THE NAVY (SECNAV) – Washington Navy Yard, DC

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##### SENIOR PRESIDING OFFICER (2006 to 2011)

Managed the Integrated Disability Evaluation System (IDES) adjudicating more than 15,000 PEB (Physical Evaluation Board) cases for Wounded, III, and Injured (WII) Sailors and Marines using Legacy, Pilot, and Integrated DES processes while utilizing extensive study of public law and implementation of directives and guidance.

- Awarded Legion of Merit Medal in recognition of distinguished leadership and exceptionally meritorious conduct in the performance of outstanding service.
- Spearheaded the Continuation of Military Service (COMS) process and provided valuable input into each of the other functional areas of the proposed process and final outputs; DES Evolution proposal was delivered to the Wounded, III, and Injured Senior Oversight Committee providing an optimal system for enabling service members and veterans to achieve full potential.
- Oversaw Traumatic Service members' Group Life Insurance (TSGLI) Appeals process on behalf of SECNAB, overturning one-third of all appeals to the benefit of the Wounded Warrior; increased benefits and support to Sailors and Marines.
- Pioneered effort to reduce PEB formal board appearances through research and Lean Six Sigma application; reduced formal hearings by 20%, creating significant savings for SECNAB, including savings of more than \$20M in terms of TAD costs.

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#### II MARINE EXPEDITIONARY FORCE/BRIGADE, G-3 – Camp Lejeune, NC

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##### OPERATIONS MANAGER (2002 to 2006)

Directed the planning and employment of lethal and non-lethal effects utilizing air, surface, information operations, combat camera, space operations, and special technical operations across 155,000 square miles of battle-space. Supported two combat deployments with a unit comprised of Soldiers, Sailors, Airmen, Marines, and civilians.

- Awarded Bronze Star and Meritorious Service Medals for achievement in the superlative performance of duties supporting two combat deployments.
- Directed proper use of Fire Support Coordination Measures (FSCMs) and Air Control Measures (ACMs); developed Course of Action and negotiations across all four services along with coalition partners and Non-Governmental Organizations (NGOs) to guarantee air space integrity and Counter-fire flexibility to grow and develop Baghdad Airport Airspace; established the template adapted as model for all aviation.

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## PERDUE INCORPORATED – Salisbury, MD

### HUMAN RESOURCES MANAGER (2000 to 2002)

Recruited to independently manage all night shift Human Resources operations for one of the largest poultry producers in the US with more than 20,000 employees. Met or exceeded all HR milestones and training requirements. Provided critical HR leadership to accelerate company growth, increase revenue, and deliver strong operational results. Expert at evaluating organizational needs and developing and delivering training programs to enhance productivity. Managed workplace investigations and ensure quick resolution of personnel grievances. Left on military leave of absence when recalled to Active Duty.

- Awarded as Salary Associate of the Month.
- Recognized for most improved retention and best performance on budget; received Team Player Award.
- Honored with On-The-Spot-Recognition for training, benefits, and flawless Y2K preparation.

## ADDITIONAL EXPERIENCE AT PERDUE INDUSTRIES

*Advanced through a series of progressive operational leadership roles at Perdue Industries including **Shipping Manager, Production & Logistics Coordinator, Programmer, and Production Supervisor.** Details available upon request.*

## EDUCATION & CERTIFICATIONS

Certified Senior Professional in Human Resources (SPHR)

**MBA in Information Systems** – Oklahoma City University – Oklahoma City, OK

**BS in Accounting & Business Administration** – Central Washington University – Ellensburg, WA

**AA in Accounting & Business Administration** – Highline Community College – Midway, WA

## PROFESSIONAL TRAINING

Completed extensive training in Strategic Human Resources, Lean Six Sigma, Leadership, and Safety.

## AFFILIATIONS

Society for Human Resources Management (SHRM)

International Public Management Association for Human Resources (IPMA-HR), National & Virginia Chapters

Human Resources Certification Institute (HRCI)

Military Officers Association of America (MOAA)

Marine Executive Association (MEA)

Marine Corps Association (MCA)

## SECURITY CLEARANCE

Active Top Secret Clearance with SCI Access (TS-SCI) (2009)