

# ARTIS JOHNSON

Senior People Operations Leader | Workforce Strategy | HR Operations  
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## PROFESSIONAL SUMMARY

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Senior People Operations and HR Strategy leader with 10+ years of experience building scalable people infrastructure, strengthening employee experience, and advising executive leaders across complex, multi-state organizations. Proven ability to lead HR operations, workforce planning, employee relations, compliance, performance management, engagement, and organizational change initiatives. Trusted partner to executives, legal counsel, and cross-functional leaders with a record of improving onboarding efficiency, increasing compliance completion, strengthening retention, and translating workforce data into actionable business decisions. Brings a strong foundation in psychology, strategic HR leadership training through Cornell/eCornell, and experience designing people-centered change frameworks that improve clarity, trust, and organizational performance.

## CORE COMPETENCIES

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**Workforce Planning & Analytics:** Workforce Readiness Assessments • HR Audit & Compliance Strategy • Gap & Talent Analytics • Succession Planning

**People Operations & Systems:** HRIS (ADP Workforce Now / Taleo / Kronos / Lawson / Workday / Google Suite) • SOP Development • Employee Lifecycle Management • Performance Management • Benefits Administration

**Recruitment & Talent:** Full-Cycle Recruiting • Structured Interviewing • Workforce Planning • Candidate Experience

**Talent & Learning Development:** Organizational Design • Training Needs Assessment • Learning Solutions

**Compliance & Risk:** Multi-State Employment Law • ADA/FMLA • Policy Development • Audit Readiness • E-Verify • I-9

**Analytics & Strategy:** People Analytics • Workforce Reporting • Retention Strategy • Process Improvement

**Leadership & Influence:** Manager Coaching • Change Management • Cross-Functional Leadership • Employee Engagement

**Employee Relations & Investigations:** Workplace Investigations (End-to-End) • Intake, Interviews, Findings Reports • Harassment, Discrimination, Retaliation Cases • Conflict Resolution & Mediation • Corrective Action & Documentation • Legal Risk Mitigation

## PROFESSIONAL EXPERIENCE

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**Senior HR Business Partner** | Offscript **Worldwide (dba REVOLT Media & TV)** *July 2025 – Jan. 2026*  
*Enterprise, Multi-State Operations (CA, GA, MD, NY, FL)*

- Directed enterprise people operations across payroll, HRIS, benefits, compliance, employee lifecycle, and workforce reporting for a distributed multi-state workforce, creating scalable HR infrastructure and executive-ready analytics to support operational decisions.
- Built and operationalized people programs across 10 matrixed departments, scaling onboarding, performance management, engagement, and leadership development initiatives while driving adoption of Pathway Review, The Exchange, and intranet platforms to improve collaboration and transparency.
- Owned compliance, in partnership with General Counsel, risk management, and policy infrastructure for a distributed multi-state workforce, strengthening audit readiness including Form 5500 and nondiscrimination testing.
- Supported talent planning and leadership readiness by developing career pathway tools, manager guidance, and performance review structures that connected employee growth, role clarity, and organizational capability needs.
- Standardized people-practices across five states, ensuring equitable and consistent hiring, performance, communication, and policy application for a geographically dispersed workforce.

**Senior HR Business Partner** | TV **One, LLC (an Urban One, Inc. subsidiary)** *Feb. 2024 – July 2025*  
*Urban One Enterprise | 1,500+ Employees | 13+ States (MD, NY, IL, CA, and more)*

- Served as lead HR and People Operations partner for TV One/CLEO TV within the Urban One enterprise, advising senior leaders across a 1,500+ employee, 13-state workforce on employee relations, workforce planning, engagement, compliance, performance management, and organizational effectiveness.
- Improved onboarding efficiency by 50% through process redesign and HRIS optimization, significantly reducing speed-to-productivity and elevating the employee experience at scale.

- Increased enterprise compliance training completion from 60% to 90% by redesigning communication, tracking, escalation, and manager accountability processes, such as ADA/FMLA and anti-harassment training.
- Partnered weekly with Urban One's corporate Employment & Litigation Counsel and TV One's legal team to navigate complex employee relations, lead workplace investigations, mitigate legal risk, and direct full-cycle recruitment for legal department positions.
- Designed and launched engagement and wellness programs that strengthened organizational culture, improved retention, and promoted equitable employee experiences.
- Analyzed engagement survey data that contributed to TV One earning 2025 recognition from The WICT Network as a top company for women in media.

#### **HR Business Partner | TV One, LLC (an Urban One, Inc. subsidiary)**

*Sept. 2021 – Jan. 2024*

- Provided comprehensive HR partnership across performance management, employee relations, and complex workplace matters for the Urban One enterprise workforce spanning 13+ states and 1,500+ employees.
- Spearheaded implementation of ADP Workforce Now, elevating HRIS capabilities, reporting accuracy, and lifecycle data integrity across the organization.
- Leveraged workforce analytics to identify trends, reduce process inconsistencies, and drive fairness in people decisions.
- Increased retention by 25% through targeted engagement, morale-building, and proactive conflict-resolution strategies.
- Managed the full employee lifecycle, including onboarding, benefits, COBRA, and offboarding, with rigorous attention to compliance and workflow consistency.

#### **Career Pause — Family Caregiving | Washington, DC Metropolitan Area**

*Aug. 2020 – Aug. 2021*

Stepped away from full-time employment to provide primary care for aging grandparents during the COVID-19 pandemic. Maintained professional development and industry engagement during this period.

#### **Division Director | HireOne Staffing Agency**

*Jan. 2019 – Aug. 2020*

- Managed quarterly payroll averaging \$500K; partnered with executives to support company growth, operational continuity, and strategic decision-making.
- Directed people operations, workforce planning, payroll oversight, client delivery, employee relations, and high-volume lifecycle processes in a co-employment staffing environment supporting hundreds of workers across enterprise, government, and property management clients.
- Maintained division as the second-highest revenue producer, accounting for 60% of total staffing hours; guided the division through successful acquisition by Array Technologies.
- Utilized workforce analytics to inform hiring strategy, workforce planning, and operational execution.
- Built a property management workforce division from a two-person operation into a multi-manager, 24/7 staffing model, establishing hiring workflows, coverage models, training practices, and operational controls to support scalable growth.

#### **Regional Manager | Staffing Manager | HireOne Staffing Agency**

*Nov. 2016 – Dec. 2018*

- Led multi-branch staffing operations — recruitment, onboarding, workforce management, and client delivery — in high-volume environments across the region.
- Drove 14% year-over-year revenue growth (to \$1.6M), achieved 10% uplift in department hours (78.5K in 2018), and secured six major client renewals totaling \$760K in additional revenue.
- Improved onboarding, training, and placement processes, boosting retention rates and reducing time-to-fill across managed branches.

#### **Community Developer/Case Manager | Prince George's County Health Dept.**

*Mar. 2016 – Oct. 2016*

- Managed casework for at-risk youth, developing individualized plans to foster emotional and social development in collaboration with probation officers and mental health professionals.
- Designed and facilitated workshops on anger management, decision-making, and coping skills; contributed to a 15% reduction in recidivism among program participants.

## **SPEAKING & INDUSTRY ENGAGEMENTS**

### **“Turning Turbulence into Triumph: Leading Teams Through Transformational Change”**

Conference Speaker — NAMIC Annual Conference (39th), 2025. Delivered actionable strategies for leading teams through organizational transformation, mitigating burnout, and sustaining performance during change.

### **“Finding — And Retaining — The Employees You Need Now”**

Invited Panelist — Big TV Conference (Cynopsis), 2023. Shared strategic talent acquisition and retention insights alongside panelists from A+E Networks and SeeHer, emphasizing empathy, transparent communication, and inclusive workplace culture.

## Virtual Job Event

Panelist — Cynopsis, 2023. Shared expertise in scalable HR systems, data-driven talent strategies, and workforce engagement for distributed teams.

## FRAMEWORKS AUTHORED

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**GROUNDS™ (formerly TRIUMPH) Framework for Leading Through Change** — Authored seven-pillar framework presented at NAMIC 2025: Ground Trust · Root in Reality · Open the Edges · Unburden the Middle · Normalize Meaning · Discipline the Pace · Sustain Presence.

## EDUCATION

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**Master's in Clinical and Counseling Psychology (Coursework Completed; Degree Not Conferred)** 2016  
Capella University, Minneapolis, MN • Focus: Counseling Ethics, Multicultural Competence, Advanced Counseling Techniques

**Bachelor of Science, Experimental Psychology**  
University of South Carolina, Columbia, SC

Aug. 2014

## CERTIFICATIONS & CREDENTIALS

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- **Strategic Human Resources Leadership Certificate** — eCornell / Cornell University (2025)
- **Workplace Investigations Training** — Led by Internal & External Employment Counsel, Urban One (2024–2025)
- **Effective Facilitation & Managing People Programs** — The School of Labor & Employment Relations, Pennsylvania State University (2023)
- **FLSA Compliance: Advanced Skills for Wage and Hour Management** — BLR/HRHero (2022)
- **HR Investigations Workshop: Legal & Effective Inquiries** — National Institute of Business Management (2022)
- **Peer-to-Peer Recovery Education Trainer / Certified Mentor** — National Alliance on Mental Illness (NAMI), 2016
- **HR Generalist Certification** — HRTrainingCenter.com (2022)
- **Certified Staffing Professional (CSP)** — American Staffing Association
- **E-Verify Certified** — U.S. Department of Homeland Security