

# PRESTON FRANKLIN

Operational Overview · HR Operations & Workforce Systems

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## POSITIONING

An operator who thinks in systems. Focused on workforce operations, onboarding, staffing coordination, compliance, and process design — translated into executive-ready operational visibility.

## HOW I THINK OPERATIONALLY

- Systems before tasks. Treat people operations as connected workflows, not isolated tickets.
- Visibility creates accountability. If leadership can't see it, it can't be managed.
- Onboarding is an operating system. Strong first 30 days compound into retention and performance.
- Compliance is a daily operation. Tracked, escalated, and documented — never reactive.
- Scale through structure. Repeatable processes outperform heroic individual effort.

## OPERATIONAL STRENGTHS

- Workforce coordination across high-volume, multi-shift environments.
- End-to-end onboarding execution and new-hire operational readiness.
- Compliance tracking, documentation integrity, and escalation flow.
- Operational reporting that turns activity into decisions.
- Process improvement and SOP-level structure for repeatable execution.

## EXPERIENCE SNAPSHOT

- Security Supervisor — iidon Security Associates
- Business Broker / Operations Analyst — BOSS Global Advisors LLC
- People Operations Lead — Childcare Resource Services
- Data Entry Specialist — ROI CX Solutions

## TARGET ROLES

HR Operations Coordinator · Workforce Operations Coordinator · People Operations Coordinator · Recruiting Operations · Talent Operations · Compliance Operations · Operations Analyst.

## EDUCATION

Bachelor of Business Administration (BBA) — University of the People · Expected August 2026

Associate of Business Administration — University of the People · 2026

## PORTFOLIO

PeopleOps Command Center — peopleopscenter.lovable.app

An enterprise-style workforce operations environment demonstrating recruiting, onboarding, employee lifecycle, performance, engagement, training, compliance, and analytics inside a single connected operational system.

*This is a condensed operational overview. For full work history, professional experience, and credentials, see the Full Resume.*