

ChristianaCare: Director, Human Resource Business Partner

Candidate Value Proposition

prepared for



ChristianaCare™

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Vision for the Role

The HRBP Director is an opportunity to shape ChristianaCare's people strategy by elevating HR partnership across the Medical Group, by translating organizational vision into a culture of **accountability**, **engagement**, and **excellence** in care delivery.

*In short: I see this role as a chance to strengthen ChristianaCare's mission of delivering **love** and **excellence** by providing **HR leadership** that enables your people and teams to perform at their best.*

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Candidate Value Proposition

- Over 15 years of experience aligning people strategies with operational needs and organizational healthcare priorities.
- Proven, trusted HR Partner who drives engagement, organizational effectiveness, and cultural transformation.

*The opportunity with ChristianaCare aligns deeply with my passion for **advancing operational excellence** and **caregiver experience** through data and insights, leadership and team development, and thoughtful change management.*

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Sample of Accomplishments

Opportunity: Bayada Home Health Care

Home Health organization with **33k employees** grew organically for 40 years without formalized HR capabilities. Recruited to help create a Strategic Talent Partner (HRBP) team of imbedded HR partners to support accelerated business growth.

Approach:

Aligned to company's largest business unit to help validate HRBP model. After 2 years, internally promoted to organization's fastest growing divisions to HRBP model. Grew and led team while implementing numerous talent and performance measures, leadership development framework, succession planning, and HR operations.

Results:

- **66% improvement in internal promotions** (leadership roles)
- **9% improvement in Employee Engagement** with 18% improvement in goal achievement (location by leader)
- **100% adherence** to performance management cycles (completion of YEPRs, Talent Review, Annual Goals)
- Implemented standardized Performance Appraisals, Talent Reviews, Calibration, Succession Modeling, role-based Competency Model, and Success Profile Framework

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Sample of Accomplishments

Opportunity: Pearson

Global organization (world's largest publishing company) shifted positioning to an edtech corporation. Internally promoted to help redesign North American division over a series of organizational restructures, requiring massive process overhauls, role realignments, and leadership buy in.

Approach:

Created an Org Dev Center of Excellence (CoE) to support all dimensions of embedded people support, including employee engagement, training and development, operational effectiveness, and change management.

Results:

- Successfully realigned fractured operations into single North American Division of 9 teams, 113 roles, and 500+ team members
- **10% improvement in Employee Engagement**
- **20% reduction in employee turnover** (non-regrettable)
- **\$2.2M** operational savings

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Testimonials

"From day one, Jacob demonstrated an exceptional ability to **balance strategic thinking with hands-on execution**. He partnered to support our leadership development and succession planning work with **clarity and purpose**, always **aligning talent initiatives with broader business goals**.

His ability to **communicate complex ideas in a clear, thoughtful way** made him a trusted advisor to leaders at all levels.

Jacob built **strong, authentic partnerships** across the business, bringing a deep understanding of operational priorities and helping to **translate them into meaningful talent strategies**. He approached employee relations with **compassion** and **sound judgment**. Above all, Jacob is **outcome-oriented**, grounded in values, and committed to driving lasting impact through people. He is one of those rare HR professionals who combines heart, insight, and execution. Any organization would be lucky to have him on their team."

- **Cris Toscano / President, Skilled Nursing at Bayada**

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Testimonials

"Jacob's **vision, commitment, and collaborative approach** have left a lasting impact on Bayada, helping to **ensure the organization's continued excellence** in care, leadership, and talent development. Jacob was the driving force behind several innovative initiatives, including the design and launch of the CSM Accelerated Development Program, which has empowered a new generation of leaders and strengthened BAYADA's leadership pipeline.

His ability to **build consensus** across divisions and **engage stakeholders at every level** resulted in the creation of impactful leadership resources grounded in BAYADA's core values. He led the development of BAYADA's talent review process, cultivating a culture of **open feedback, accountability, and continuous growth** among teams and their supervisors. Jacob also spearheaded the creation of strategic role profiles that now serve as foundational tools for performance management, training, and succession planning."

- **Donna Heatherly / President, Habilitation & Behavior Health at Bayada**

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Testimonials

"If you are looking for a transformational HR leader who can **turn business strategy into action** while promoting a **culture of high-performance and collaboration**, I can't recommend Jacob highly enough. I was lucky to partner with Jacob in my role within the Talent Management Center of Excellence, and he consistently brought an insightful business perspective that served as a **connector between our COE and the business** ensuring our strategies were not only aligned but also practical, relevant and impactful. Jacob was always the first to volunteer to support us in providing feedback on our solutions, co-facilitating DISC, performance management and talent review sessions, co-developing team effectiveness solutions, and many other projects, which were beyond the scope of his role.

Jacob served not only as a **strong business partner** but also as a seasoned organization development professional in the areas of **talent development, coaching** and mentoring, and **team effectiveness**. His thoughtful and **collaborative** style made him a trusted and value partner in all of our initiatives."

- Nancy Brickman / Director, Talent Management Office at Bayada

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Thank you for your consideration!



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