

# Douglas G. Wernecke

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## Professional Profile Summary

A strategic and tactical leader, offering more than 40 years of hands-on experience in all aspects of human resources in the club, energy and defense industries operating in multiple states and countries. Effectively worked with human resource team members, business leaders and employees in multiple work environments and business cultures to achieve human resource and business objectives. Proven experience includes the following:

- Performance management
- Succession planning
- Employee relations
- Policies and procedures
- Recruitment and on-boarding
- Due diligence & integrations
- Compensation programs and administration
- Budgeting and forecasting
- Immigration and expatriate programs
- Organizational assessment and restructuring
- Benefits design and administration
- Domestic and international HR

## Work Experience

**Triumph Group, Naples, Florida (Remotely working from Bethany, Delaware) 2021 – Present**  
*Triumph Group is a boutique search and consulting company focus on providing talent and solutions for the club industry.*

- Identifying, interviewing and placing exceptional people and clubs together where individuals are professionally suited and clubs teams are enhanced.
- Providing HR consulting services to clubs on operations, compliance, compensation, employee relations and other HR functional areas.

**Grey Oaks Country Club, Naples, Florida 2018 - 2021**  
*Grey Oaks is a private member owned club nestled in the gated Grey Oaks and Estuary communities. The Club features 54 holes of golf, premier wellness center, 10 tennis courts as well other recreational amenities and dining facilities. The Club has over 3,000 members and revenues over \$35 million.*

- Turned around a dysfunction, disrespected and non-complaint human resource department to one organized, efficient, compliant and respected by the staff and leadership.
- Lead a team of three human resource members.
- Developed, recommended, implemented and administered compensation programs for all levels and departments, including grounds staff and leadership, F&B compensation, H2B compensation, instructor compensation for fitness trainers, golf professionals and tennis instructors and annual incentive programs.
- Developed, recommended and implemented a performance management program that includes annual calibration meetings.
- Established, implemented and managed the Club's benefits programs.
- Organized, oversaw and participated in recruiting of all nonexempt, exempt and senior leadership positions, including the hiring of approximately 75 international H2B workers and J-1 Interns.

**Baltimore Country Club, Baltimore, MD 2010 – 2018**  
*Founded in 1898, is a private member owned club with two campuses, eight miles apart. It's the most prestigious Club in the area and offers its members a full range of recreational and social amenities. The Club has over 3,000 members and revenues over \$21 million and is recognized as a Platinum Club of America.*

- Lead a team of two human resource members.
- Developing, recommending, implementing and administering compensation programs that are competitive and aligned with the Club, industry and market.
- Developing, recommending and implementing a performance management program, that includes annual calibration meetings.
- Developing, recommending and implementing Club policies and procedures.
- Establishing, implementing and managing the Club's benefits programs.
- Organizing managing and participating in recruitment, including nonexempt, exempt and senior leadership positions; college interns for culinary, F&B, turf management and golf and international J-1 Work & Travel students and interns.

**Constellation Energy Group, Baltimore, MD**

**1988 – 2010**

*Constellation Energy Group (CEG) is an integrated energy company that participated in all aspects of the energy value chain including power generation, wholesale marketing and trading of power, gas and fuel, retail sales of power and gas to industrial and commercial customers and transmission and distribution of power and gas in both the national and international markets.*

Director, Human Resources

Provided hands-on HR support and leadership to Constellation's non-regulated businesses. Responsibilities included: Developing, recommending and implementing compensation and performance management programs, policies and procedures, benefits plans (including 401k plans). Performing employee relations, organizational design/structure, employee development, immigration, succession planning, talent acquisition, due diligence and acquisition integrations and implementing processes to support the business as well as meet legislative and company requirements. Supported multi-state and international business units.

**AAI Corporation, Baltimore, Maryland**

**1981 – 1988**

*Primarily a defense contractor in the business of researching, developing and manufacturing electronic and mechanical systems.*

Senior Personnel Administrator

Responsibilities included staffing, managing and administering the annual compensation and performance management programs.

**Green Spring Inn, Baltimore, Maryland**

**1976 - 1982**

A private dinner club offering members fine dining and dancing. This was a part-time position that started as a busboy and progressed to waiter and then Assistant Dining Room Manager.

**Education**

**Johns Hopkins University, Baltimore, Maryland**

**1991**

Master of Administrative Science Degree, with a Management concentration

**Towson University, Towson, Maryland**

**1980**

Bachelor of Science Degree, with a Marketing and Management concentration

**Associations and Activities**

**Society for Human Resources Management – Member**

**Present**

**Club Human Resources Symposium Advisor**

**Present**

**Calvert Hall Alumni Association (High School)**

**Present**

**Independent Energy Human Resources Association**

**1989 - 2010**

Founding Member, past President, Board of Director & Association Treasurer

**Personnel fitness – Running, Weight Training, Biking**