



TED A. SMITH III

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[VCARD](#) | [LINKEDIN](#)

Ted Smith is a senior HR executive with more than 25 years of experience in human resources management. Throughout his career, he has demonstrated the ability to work effectively in all human resources functions and business challenges at all levels with focus on optimizing employee engagement, organizational culture, team effectiveness, and both individual and organizational performance. He possesses unique skills in developing partnerships with leaders and implementing leading edge people technologies, processes and programs.

During his career, Ted has worked for companies of all sizes ranging from startups to Fortune 100 across global technology, manufacturing, financial services, and worker's comp industries. Upon returning to Phoenix, he joined a software startup company in the auto insurance telematics space which grew to be a multinational company where he became Chief Human Resources Officer. Prior to joining Fahrenheit, he was Vice President of Human Resources for a national pharmaceutical company. Ted has also provided HR consulting services to local companies during the past few years.

FUNCTION & SPECIALIZATION

- Fractional CHRO
- Strategic human resources planning
- Diversity, Equity, and Inclusion (DEI) program assessment, strategy development, and implementation
- Succession planning
- Executive coaching
- Strategic talent acquisition
- Talent management and leadership development
- Executive compensation
- Large scale project leadership

REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- Ports America
- Honeywell International
- Johnson Controls, Inc.
- Hubio
- American Express
- Accident Fund Insurance Company of America
- CCMC
- Benuvia Therapeutics
- Molera Alvarez
- ncg Care
- Quartz America
- Amerisafe Insurance Company

EDUCATION, LICENSES & CERTIFICATIONS

- B.S. and M.S. in Industrial Safety, University of Central Missouri
- Coursework from University of Phoenix in their MBA program
- Six Sigma Green Belt Certification

PROFESSIONAL ASSOCIATIONS & COMMUNITY ORGANIZATIONS

- Board of Directors for the Arizona HR Executive Forum as Co-President
- SHRM, World at Work, and an Advisory Board member of the Arizona Talent CoOp
- Active in the community serving as a volunteer at his church