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David Cook · 3rd

Sr. Vice President/Chief People Officer at TriHealth

Cincinnati, Ohio, United States · 500+ connections · [Contact info](#)

 TriHealth

 University of Miami Herbert Business School

About

Senior human resources executive with the bulk of my career involved in the creation and deployment of strategic human resources initiatives. Possess domestic, multi-national, and cross-industry experience in operationally focused assignments including TriHealth, BJC Healthcare, Citibank, AT&T Broadband, US West, and Ryder.

Delivered innovative HR solutions that translated into successful attainment of organizational goals. Continually garnered support and buy-in for the strategic alignment of the human resources function by delivering high level results to help achieve the operational and financial goals of the enterprise. Consistently acknowledged as a highly effective, results-oriented leader, mentor and value-added executive whose contributions extended far beyond the normal expectations of typical human resources management responsibilities.

Specialties: Organizational Development, Succession Planning, Organizational Strategy, Leadership Development, Recruitment and Selection, Fiscal Management, Risk Mitigation, Performance Management, Executive Coaching, and Project Management

Experience



Sr. Vice President/Chief People Officer

TriHealth

May 2016 – Present · 4 yrs 8 mos

Cincinnati, Ohio

Reporting to the System CEO as the senior HR executive, responsible for leading the development and implementation of corporate strategy for the Human Resources, Corporate Security and Mission & Culture functions. Responsible for leading a team of over 200 people supporting over 12,500 employees and 800 physicians. Work directly with Board Chair to manage the Executive Compensation Committee agenda including annual review of CEO succession planning, executive compensation, and executive benefits.



BJC HealthCare

8 yrs 4 mos

Vice President, Human Resources & Patient Experience

Jun 2013 – Apr 2016 · 2 yrs 11 mos

St. Louis

Serve as an active member of the Barnes-Jewish executive leadership team and the Human Resources Executive Council (HREC) for BJC Healthcare in providing strategy, planning, and implementation of human resources and patient experience programs to meet the strategic business goals and growing demands of a changing workforce. Managed a budget of \$1 ...see more

Vice President Human Resources

Jan 2008 – Jun 2013 · 5 yrs 6 mos

St. Louis

Serve as an active member of the SLCH executive leadership team and the Human Resources Executive Council (HREC) for BJC Healthcare in providing strategy, planning, and implementation of human resources programs to meet the strategic business goals and growing demands of a changing workforce. Managed a budget of \$11 million and supervised a team of 22 HR professionals and 120 day care administrators and staff. Reported directly to the hospital President and system Chief HR Officer.

see less



Regional Director Human Resources

KB Home

2004 – 2007 · 3 yrs

This position included direct interface with the Regional General Managers, Territory Presidents, Executive Vice Presidents, Senior Vice Presidents, and Division Presidents to establish and deliver on strategic business objectives.



Director, Human Resources Operations

AT&T

1998 – 2004 · 6 yrs

As a senior human resources leader, matrix reported into Executive Vice Presidents, Senior Vice Presidents, and Vice Presidents of operations and staff organizations, was responsible for leading teams of HR professionals delivering integrated human resources strategic and operational solutions to diverse organizations across the United States, and engaged with leaders as ...see more



Director, Human Resources Operations

U S WEST

1998 – 2004 · 6 yrs



Asst Vice President Human Resources

Citibank

1997 – 1998 · 1 yr



HR Generalist

Ryder Systems Inc

1994 – 1997 · 3 yrs

[Show fewer experiences](#) ^

Education



University of Miami Herbert Business School

MBA, Human Resources Management

1996



University of Central Florida

M.S., Industrial/Organizational Psychology

1991



University of Miami

BA, Psychology

1984 – 1988

Skills & endorsements

Succession Planning · 38



Endorsed by Bruce E. Carter and 3 others who are highly skilled at this



Endorsed by 6 of David's colleagues at BJC HealthCare

Performance Management · 34



Endorsed by Trish McFarlane and 1 other who is highly skilled at this



Endorsed by 4 of David's colleagues at BJC HealthCare

Organizational Development · 30



Endorsed by Trish McFarlane and 2 others who are highly skilled at this



Endorsed by 2 of David's colleagues at BJC HealthCare

Interpersonal Skills

Leadership Development · 28

Executive Coaching · 16

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Recommendations

Received (0)

Given (3)



Jay Kuhns

Vice President, Business Development at IRI Consultants | Long time hospital HR Exec | Consultant | Speaker | @jrkuhns

November 22, 2011, David worked with Jay but at different companies

Jay is a true executive when it comes to business planning and execution. He leverages his business savvy, energetic demeanor, and creative spirit to build high performing teams and develop long term strategies for All Children's. I have interacted with Jay through multiple business meetings and find him to be... See more



Glenn L. Dalton

Managing Partner at RKD Group

June 18, 2011, David was a client of Glenn L's

Glenn is an excellent thought leader and partner in creating and delivering long term solutions for the business. He takes a big picture perspective and utilizes his vast breadth of technical and business knowledge to help you achieve a great outcome. I would recommend him for a variety of business consulting ser... See more



Bruce E. Carter

Vice President Human Resources and Chief Diversity and Inclusion Officer

October 18, 2009, David reported directly to Bruce E.

Bruce is a results oriented executive with a passion for driving excellent in performance. He creates an environment built on solid business partnerships and allows his team members the opportunity to succeed through meaningful interactions and contributions. Bruce continually strives for strategic an... See more

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Interests



HR Executive Network

28,170 members



BJC HealthCare

34,505 followers



University of Central Florida

330,253 followers



Sherpa Coaches

1,257 members



Cedars Sinai Health System

354 followers



TriHealth

20,944 followers

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