

Robert Spooner

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mpeoplegroup.com

PROFESSIONAL PROFILE

Senior Human Resources executive and educator with over 20 years of leadership experience across hospitality, healthcare, wellness, and corporate environments. Proven ability to translate real-world business challenges into practical, engaging learning experiences. Expertise in leadership development, workforce planning, organizational strategy, and talent management. Recognized for building high-performing teams, developing future leaders, and aligning people strategy with business outcomes.

EDUCATION**Master of Hospitality and Tourism Management**

San Diego State University, San Diego, CA

- GPA: 4.0, Valedictorian

Bachelor of Science, Hospitality and Tourism Management

Southern Illinois University, Carbondale, IL

TEACHING EXPERIENCE**University of South Carolina – Columbia, SC**

Adjunct Professor, Darla Moore School of Business

2025 – Present

- Teach Strategic Management (MGMT 478) to undergraduate students
- Facilitate application of strategic frameworks to real-world business scenarios
- Develop course materials, assessments, and experiential learning discussions
- Emphasize leadership, decision-making, and organizational alignment

San Diego State University – San Diego, CA

Adjunct Professor, L. Robert Payne School of Hospitality & Tourism Management. 2013 – 2021

- Taught Introduction to Hospitality Management
- Delivered curriculum focused on operations, service delivery, and leadership fundamentals
- Integrated industry experience into classroom instruction to enhance student engagement

San Diego Mesa College – San Diego, CA

Adjunct Professor, Human Resources

2011 – 2013

- Taught foundational Human Resources courses
- Introduced students to employment law, talent management, and organizational behavior

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PROFESSIONAL EXPERIENCE

Founder & Principal Consultant

Momentum People Group (MPG) – Remote

September 2023 – Present

- Provide fractional HR leadership, organizational strategy, and executive coaching
- Advise organizations across medical, wellness, hospitality, and retail industries
- Lead initiatives in leadership development, workforce planning, compensation, and compliance
- Deliver training programs focused on leadership effectiveness and organizational performance

Head of Talent Management and Workforce Planning

Sodexo Live! – Remote

October 2021 – September 2023

- Led enterprise-wide talent strategy across 250+ locations
- Partnered with executive leadership to drive workforce planning and leadership development
- Built high-potential pipelines and succession planning frameworks
- Advanced engagement, retention, and diversity initiatives

Chief Experience Officer

OPTIN – Remote

July 2019 – September 2021

- Led product strategy and client engagement for enterprise platforms
- Partnered with executive leadership on organizational growth and scalability
- Managed business development and large-scale client relationships

Chief Human Resources Officer

San Diego Zoo Wildlife Alliance – San Diego, CA

June 2017 – July 2019

- Reported directly to CEO; led HR strategy for 5,000 person global organization
- Oversaw culture, engagement, talent acquisition, and compliance
- Built organizational capability and leadership alignment

Hyatt Hotels and Resorts

May 1996 – June 2017

Regional Director, Human Resources

Hyatt Hotels – Southern California

November 2012 – June 2017

- Oversaw HR strategy across six locations (2,500 employees)
- Led workforce planning, talent development, and operational alignment
- Developed leadership pipelines and improved employee engagement

Director, Human Resources

Manchester Grand Hyatt – San Diego, CA

January 2006 – November 2012

- Led HR operations for 1,300 employees at flagship property
- Drove culture, compliance, and organizational performance
- Supported one of Hyatt's highest revenue-generating locations

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LEADERSHIP DEVELOPMENT & TRAINING

- Designed and delivered leadership training programs across multiple industries
- Developed mentoring, succession planning, and high-potential programs
- Facilitated management development sessions focused on:
 - Leadership presence
 - Accountability
 - Communication
 - Organizational alignment
- Delivered customized training engagements for hospitality and corporate clients

PROFESSIONAL RECOGNITIONS

- Leader of the Year – Hyatt Hotels & Resorts (2016)
- Team of the Year – Hyatt Hotels & Resorts (2014)

COMMUNITY INVOLVEMENT

- Little League Coach – Eastlake Little League
- Youth Soccer Coach – AYSO
- Youth Basketball Coach – Chula Vista Park District