

SOPHIE LI

WL367@cornell.edu

EDUCATION

CORNELL UNIVERSITY, School of Industrial and Labor Relations, Ithaca, NY expected 5/2010
Master of Industrial and Labor Relations, Concentration in Human Resources and Organizations
Activities: V.P. Outreach/Consulting Projects of SHRLOE

NATIONAL TAIPEI UNIVERSITY, Taipei, Taiwan 6/2003
Bachelor of Business Administration
Activities: V.P. of English Club; Finance Director of Student Business Association

PROFESSIONAL EXPERIENCE

CORNING INC., Corning, NY, USA 12/2008-1/2009
Winter Intern, Global Diversity Office
• Contributed to Corning Inc. management to capitalize on generational differences through white paper research

L'ORÉAL GROUP, Taipei, Taiwan 7/2007 – 5/2008
Training Executive, Human Resources Department
• Established well-rounded performance management and succession planning through 360 degree online feedback system establishment and survey feedback consolidation
• Developed employee competencies by managing interpersonal and professional courses to 400 employees
• Designed and implemented first new hire mentoring plan and raised retention rate by 10% to sustain L'Oreal's competitive advantage

Campus Manager & Recruiter, Human Resources Department 1/2006 – 6/2007
• Enhanced employer brand awareness and diversified applicant pool through corporate website revamp, media exposure, campus events and directed 2 international business competitions resulting an increase of registration to over 40% from previous year
• Supervised AIESEC branches for business competitions on-campus promotion and led the Taiwan team to win second place out of 611 international teams in 2007 Business Competition International Finals
• Consulted with business executives on trainee and internship program management including project design, individual development planning and performance review. Analyzed trainee turnover rate problem and personally coached 15 new trainees with a 100% retention

HESS EDUCATION ORGANIZATION, Taipei, Taiwan 3/2004 – 6/2005
Recruiting Specialist, Human Resources Department
• Led new project for campus recruiting which increased new hires by 10% and reduced the expenses by over 70%
• Initiated an electronic HR recruiting system project and delivered training courses to 30 managers
• Established a Standard Operation Procedures to increase efficiency and reduced complaints from applicants

DISCOVERY COMMUNICATIONS INC., Taipei, Taiwan 6/2003 – 2/2004
Program Publicist, Marketing Department
• Built up a positive relationship with the Taipei Zoo for the Animal Planet Channel
• Designed and executed the 2004 Animal Planet Channel Re-launch Plan

PERSONAL

- Taiwan: Chinese Human Resource Management Association; Research Assistant, Taiwan Management Institute; Tour guide for two major exhibitions, Taipei Fine Arts Museum

SKILLS

- Foreign Language: Mandarin Chinese (fluent)
- Computer: Microsoft Office, Lexis Nexis