

DEREK KANEHIRA

HUMAN RESOURCES EXECUTIVE

PROFESSIONAL EXPERIENCE

2020–Present | Alexander & Baldwin, Inc.

SVP, Human Resources

- Provides leadership for HR strategy, total rewards, payroll, learning & development, corporate wellness, office administration and internal communications.
- Leads organizational development, corporate culture, employee engagement and social/DEI council efforts.

2017–2020 | Hawaii Employers Council

VP, Director of HR Services

- Responsibilities included overseeing the delivery of HR, organizational effectiveness and compensation & survey consulting services to over 800 member companies.
- Grew year-over-year revenue by 60% and event attendance by 80%.

2013–2017 | Hawaii National Bank

VP, Director of Human Resources

- Led the HR function which included talent acquisition, employee benefits, compensation, learning and development, payroll, and employee wellness.
- Led the HRIS implementation project team, revamped the employee wellness program, and revamped the Company's self-funded drug program which resulted in an annual savings of over \$50,000 per year.

2005–2013 | First Insurance Company of Hawaii

AVP, Human Resources

- Functioned as the department head with full responsibility for all HR functions including recruitment, compensation and benefits, employee relations, training and payroll.
- Led the Company's community action program, oversaw on-site cafeteria operations, and developed a new onboarding program.
- Received the Company's Mahalo Award, selected to participate in the inaugural Tokio Marine Leadership Program and received recognition as one of the Top 10 community leaders in the State of Hawaii.

Prior to 2005

Held HR management positions with Japan Airlines, Pihana Pacific and Zippy's.



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EDUCATION

Leeward Community College
Liberal Arts Degree

Colorado State University Global
HR Management Major

COMMUNITY SERVICE (Current)

**State of Hawaii – Prepaid Health
Care Advisory Council;**
Member

**State of Hawaii – Workforce
Development Council;**
*Employer Engagement Committee
Member*

Diabetes Care for Life;
Executive Director

Make-A-Wish Hawaii;
Wish Granting Committee Member

Hawaii Employers Council;
Board of Governor

Hawaii Compensation Group;
Board of Director

Big Brothers Big Sisters Hawaii;
Board of Director

Ceridian HCM;
Executive Advisory Committee Member

**McKinley High School – Academy of
Finance, Hospitality and Tourism;**
Committee Member

Shidler – MHRM Program;
Advisory Board Member