

Dotty Battoe Hales

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Professional Summary

People-first talent leader with 15+ years of experience driving culture, connection, and performance through innovative People Operations and Talent Acquisition strategy. Known for building strong teams, scaling high-performing workplaces, and creating experiences that attract and retain top talent. Skilled in recruitment strategy, leadership development, employee engagement, and HR operations that balance empathy and excellence.

Core Competencies

People Operations | Talent Acquisition | Culture & Engagement | Training & Development | Leadership Coaching | Strategic Hiring | HR Compliance | Workforce Planning | KPI Development | DEI & ERG Programs | Onboarding Experience | Communication Strategy

Professional Experience

Valicy (formerly Grover Gaming) – Wilmington, NC

Manager, Talent Acquisition / Studio General Manager Sept. 2021 – Present

- Lead the full talent lifecycle across all levels and departments, driving best-in-class candidate experiences and strong internal partnerships.
- Design and execute People Operations strategies that align with organizational goals and elevate culture across the enterprise.
- Oversee recruitment, onboarding, and career path programs for exempt, non-exempt, and temporary employees.
- Lead and develop a team of Talent Acquisition Specialists; coach, mentor, and inspire performance through clarity and collaboration.
- Partner cross-functionally with leadership on succession planning, compliance, and workforce forecasting.
- Manage HR programs including benefits, safety, new hire orientation, and employee communications.
- Spearhead company-wide communication initiatives, strengthening transparency and engagement.
- Create and maintain studio KPIs to track performance, quality, and delivery metrics.
- Championed company Mission, Vision, and Values through all levels of leadership.

YMCA of Greater Louisville – Louisville, KY

Executive Director, Southeast Family YMCA / 2012 – 2021

- Directed operations for a 50,000 sq. ft. facility and a \$2M budget, leading cross-functional teams across HR, Healthy Living, Membership, Aquatics, and Family Programming.
- Drove all People & HR functions: recruitment, hiring, training, and culture-building for 200+ staff.
- Created innovative training programs through LMS and in-person sessions, increasing staff engagement and retention.
- Built deep community partnerships and board relationships, raising \$125K annually and increasing membership by 25% in 90 days.
- Taught group fitness and personal training, reinforcing authentic leadership in wellness and health promotion.

Education & Certifications

University of Louisville – Business Administration / Music Education

YMCA Project Management & Team Leader Certification | Spencer Institute Certified Wellness Coach | YMCA YUSA Women's Professional Network Mentor | KAHSA Certified Activities Director | Recipient, Mayor's Healthy Hometown Grant

Tech & Tools

Microsoft & Google Suites | ADP | Paycor | Dayforce | Blackbaud | Daxko | LMS Platforms | ChatGPT/AI Tools | HRIS | ATS Systems | Benefits & Payroll Systems | Data Analytics | Communication Tools