

# CHRISTOPHER A. HUDSON, SHRM-SCP, Associate CIPD

Executive People Leader | Culture Architect | AI Governance & Organizational Performance

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People executive with 20+ years of global HR leadership, known for operating at the intersection of culture, technology, and business performance. Uniquely positioned with direct executive accountability for HR, IT, Information Security, and Corporate Operations — two PE exits in six years. At Spirion, drove voluntary turnover from 40% to 6%, secured a Top Workplace Award following two reductions in force, founded the company's Generative AI Council, and led three consecutive zero-exception SOC 2 audits. Creator of The Cultural Microsphere™, a trademark-pending culture measurement framework, and a recognized speaker on AI adoption and the future of work.

## CORE COMPETENCIES

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### Enterprise People & Culture Leadership

Connects leadership behavior, accountability, and people strategy to measurable business outcomes.

### AI Enablement & Governance

Architects adoption frameworks balancing innovation with human readiness, compliance, and organizational risk.

### Operational & Financial Discipline

Partners with finance and operations to align workforce decisions and cost structures with sustainable performance.

### Transformation & M&A Integration

Leads organizations through growth, acquisition, and restructuring with clear operating rhythms and executive accountability.

### Commercial and Executive Partnership

Operates beyond traditional HR boundaries to drive revenue through sales cycle participation, customer engagement, security/compliance positioning, executive advisory, and board-level communication.

## PROFESSIONAL EXPERIENCE

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### Founder & Principal Advisor

2025 – Present

#### HR Lift Hill Advisory, LLC

- Provides fractional CHRO services, executive coaching, and AI-enabled people strategy to high-growth organizations.
- Delivers The Cultural Microsphere™ (trademark pending) workshops — a structured framework for defining, measuring, and progressing workplace culture at the individual, team, and enterprise level.
- Advises leadership teams on AI governance, human readiness, organizational design, and scale readiness.

### Senior Vice President, People & Global Business Performance

2022 – 2026

#### Spirion, LLC | The Riverside Company (PE), Acquired by archTIS, 2025

- Managed post-acquisition activities related to M&A integration across HR, IT, and commercial operations, and to lead the annual 2025 SOC 2 audit (resulted in zero exceptions).
- Reduced voluntary turnover from 40% to 6% within 12 months through leadership coaching, workforce stabilization, and career architecture redesign.
- Secured the 2024 Top Workplace Award (published in the Tampa Bay Times) following two reductions in force and significant organizational restructuring.
- Founded and sponsored the company's Generative AI Council; developed AI charter, governance structure, and data-protection policies aligned with SOC 2 and industry privacy regulations.
- Led IT and Information Security functions through three consecutive zero-exception SOC 2 audits; reduced annual IT spend by \$250K+ through vendor renegotiation and MSSP realignment.
- Inherited a deeply negative eNPS and drove it to +27 within 12 months; sustained engagement scores above 85%, reaching 95% in 2024, and a score of +50 in 2025.
- Participated directly in enterprise sales cycles — completing security questionnaires, engaging customers, and coaching sales teams on risk and compliance positioning.

## Global Vice President, People & Culture

2021 – 2022

**Xeeva, Inc.** | Acquired by Simfoni / PeakSpan Capital

- Led global people strategy across the U.S. and India through organizational right-sizing and acquisition preparation; introduced a global career framework driving above-industry retention rates.
- Partnered with executive leadership on workforce planning, operating model decisions, and cultural stabilization during pre-sale transition.

## Vice President, Talent Management

2019 – 2020

**EAGLE6 Software** | Cybersecurity SaaS, Hyper-Growth

- Built scalable people structures during a 300% growth phase; managed an international workforce of 60+ through a PEO and designed a new career management and succession-planning platform.
- Held active TS clearance while supporting government-facing programs until a COVID-19 workforce reduction in September 2020.

## Vice President, Global Talent Management

2011 – 2018

**Openet Telecom, Inc.** | Ireland's largest indigenous software company (~1,500 employees), Acquired by Amdocs

- Advanced from Regional HR Director, Americas to VP of Global Talent Management over seven years, including an expatriate assignment in Dublin leading a company-wide people transformation (2 years).
- Launched a global talent framework across North America, EMEA, APAC, and LATAM — introducing career paths, compensation bands, learning programs, and regional compliance protocols.
- Led HRIS transformation and shared-services deployment, including SAP rollout and performance management redesign to support rapid organizational scaling.

## EDUCATION & CERTIFICATIONS

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- **Post-Graduate Diploma, Human Resources Management — Level 9, Distinction**  
National College of Ireland, Dublin
- **Bachelor of Arts, French Language & Education**  
Old Dominion University
- **SHRM-SCP — Senior Certified Professional**  
Society for Human Resource Management (USA)
- **Associate CIPD**  
Chartered Institute of Personnel and Development (Ireland & UK)

## RECENT SPEAKING ENGAGEMENTS

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- **SHRM Pinellas Annual HR Conference:** “Humanity at the Core: Guiding People and Culture Through AI Transformation” — Clearwater, FL, April 2026
- **SHRM AI+HI Project 2026:** “Generative AI Councils: A Blueprint for Responsible HR + IT Collaboration” — San Francisco, CA, March 2026
- **Pinellas Chamber of Commerce:** “AI Trends in Recruitment and Talent Acquisition” — Clearwater, FL, February 2026
- **LogicON Cybersecurity Conference — Featured Panelist:** “AI’s Ripple Effect Across the Org Chart” — Columbus, OH, October 2025