

Dari J DeSousa, PHR

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 <https://desousaprofessionallhrgroup.com/>

EXPERIENCE

DeSousa Professional Human Resources Group

Owner, Consultant, Mediator

July 2020 - Present

- HR Consulting Services
- Business and Community Mediation, Focus Groups
- Training, Public Speaking, Leadership Coaching
- Employment Investigations, Support

SDSU University

Program Advisor, Adjunct Instructor

January 2015 – Present

- Program Advisor for the Global Campus Certificate in HR Program.
- Instructor for Ethics, Talent Acquisition and Capstone courses.
- Instructor for Hospitality and Tourism Management Law course (HTM250).

Human Capital Institute

Trainer – Certificate Courses

July 2024 – Present

Instruct: Strategic HR Business Partner, Coaching for Engaged Performance & Succession Management.

National Conflict Resolution Center

Trainer, Certified Mediator

March 2021 – Present

- Focused on Employee-Employer non-litigated mediations, community mediations and facilitated dialogues.
- Facilitate a variety of courses that offer practical instruction in conflict resolution.

RAR Hospitality/Hostmark Hospitality Group

Corporate Office

Corporate Director, Human Resources

January 2019 – July 2020

Corporate HR Leader supporting multiple branded and non-branded, full service and select service hotel locations in CA, AZ, and CO. RAR was acquired by HHG on 2/21/2020.

- HR Transformation: Overhauled HR functions, implementing standardized policies, procedures, and compliance measures. Established fair and equitable HR practices, including a confidential employee hotline for concerns.
- Strategic Compensation: Created a comprehensive compensation strategy to optimize wage structures and improve talent acquisition and retention.
- Recipient of the 2019 Gold Key - *JV Cunningham Personal Service Award*.

Marriott International

Marriott's Western Region

Senior Work Environment Manager

March 2008 – January 2019

- Regional HR Leader: Focused on, addressing labor issues, conducting investigations and facilitating the internal dispute resolution process.
 - Leadership Development: Developed and implemented a comprehensive leadership development program, resulting in a significant improvement in leadership index scores.
 - Employee Engagement: Created an innovative employee feedback and action plan process to enhance employee satisfaction and engagement.
 - Earned Marriott's Western Region Leadership in HR Award in 2009 & 2016.
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San Diego Marriott Hotel and Marina (now Marriott Marquis San Diego Marina)
Director of Human Resources Operations May 2002 – February 2008

- HR Business Partner: Delivered HR services to support business goals, including talent acquisition, retention, and development.
- Compensation Reform: Successfully implemented a flat wage structure to optimize compensation and improve employee morale.
- Recognized in 2007 as Manager of the year and Department of the Year.

Starwood Hotels & Resorts Worldwide, Inc.
Sheraton Suites San Diego (now Marriott Vacation Club Worldwide – Pulse)
Human Resources Manager April 1998 – May 2002

Facilitated the termination and rehiring of 250 employees due to a change in ownership.

PROFESSIONAL
ASSOCIATIONS

Society of Human Resources Management, 2002 to Present
Professional Certification (PHR)

San Diego Hospitality Human Resources Group – Founding Leader 2024 to Present
SDHHRA dissolved 12/31/2023 and was replaced with a Professional Development Group. This group promotes HR and leadership skills and networking for HR Professionals in SD County.

San Diego Hospitality Human Resources Association – 2002 - 2024
Held various Board positions including President, VP and Treasurer 2007-2023. Member since 2002.

America’s Finest Mediation Group – Founding Leader 2023 to Present
Co-leader of a monthly professional development group promoting skills growth for those in the field of mediation.

SCMA – Southern CA Mediation Association 2022 - 2023
San Diego County Professional Development Group Co-leader.

EDUCATION/
CERTIFICATES

OSHA/CalOSHA
General Industry Safety and Health Certification, Current

National Conflict Resolution Center
40-hour Certificate, Theory and Practice of Mediation, 2021

Pet Custody Certificate
Course on Pet Custody Mediation and Agreements, 2023

San Diego City College
Associates in Liberal Arts, High Honors, Phi Theta Kappa

San Diego State University, College of Extended Studies (now Global Campus)
Certificate in Human Resources Management

**SPEAKER
EXPERIENCE**

- Speaker at the **Shared Housing Conference**, October 2024 – *Artful Communication*.
 - Speaker at the **SoCal Rental Housing Association Conference**, April 2024, *The Tennant Connection*.
 - Speaker at 2024 **Women In Tourism & Hospitality Conference** – *Attracting and Keeping Top Talent*.
 - Professional Development Webinar Presenter – March 2024 **Hospitality Human Resources Group** - *Employee Engagement: A Longstanding Focus, Fresh Strategies Needed*.
 - Speaker at **Elevate HR**, February 2024, *Elevating the Art of Employee Focus Groups*
 - Professional Development Webinar Presenter – January 2024 – **America’s Finest Mediation** – *Ethical Decision Making*.
 - Speaker at **Association of Attorney-Mediators** Fall 2023 Training and CLE Seminar, *Got Ethics*
 - Speaker at the 2023 **San Diego SHRM Conference** – *The Essential Role of HR in Employee Engagement*.
 - Speaker at the 2021 **Women In Tourism & Hospitality Conference** – *Salary Negotiation Skills*.
 - Certified facilitator for *Engaging Hearts and Minds, Leading in a Dynamic Work Environment* (Marriott International), and *Crucial Conversations (Vital Smarts)*.
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**EXPERT
WITNESS &
MEDIATIONS**

Stokes Wagner

Alva vs Worldwind Services, LLC
Represented Defendant – Worldwind Services, LLC
Expert Witness Review of the investigation and outcome.
Settlement Reached

National Conflict Resolution Center

Mckeown vs Cal-Prop Management
Landlord Tenant Dispute
Mediator
Agreement Reached

National Conflict Resolution Center

Guzman vs Haig
Landlord Tenant Dispute
Mediator
Agreement Reached

National Conflict Resolution Center

Sharma vs Fisketti
Landlord Tenant Dispute
Mediator
Partial Agreement Reached

National Conflict Resolution Center

Madore vs Oliver
Landlord Tenant Dispute
Mediator
No Agreement Reached
