

SUMMARY

A proven track record of success in setting the HR strategic direction and aligning human capital strategies that drive individual, team and organizational performance. Strong experience in delivering increased productivity and profitability through effective people initiatives that include: change management, succession planning, organizational development, M&A integration, talent acquisition, workforce management, employee engagement, and compensation design strategies.

WORK
EXPERIENCEALLEGIS GROUP
2015-04 - PRESENT

VP Human Resources

- Rebuilding the Human Resources organization within a dynamic organization experiencing year-over-year growth in excess of 23%.
- Leading recruiting effort resulting in the hiring of over 50 new employees, an increase of 18%, in a six-month time period.
- Positions including exempt and non-exempt positions with "C" level business leaders.
- Designing and implementing a corporate-wide employee communications program, which including quarterly HR luncheons, a bimonthly newsletter, "Fully Loaded", and the first employee handbook.
- Working with the CEO and functional leaders, helping clarify, developing and implementing several new organizational designs, driving greater role clarity and definition.
- Implementing the first-ever, in-house supervisory and management training and development program, consisting of a multi-month, multi-module curriculum.
- Initiating a company-wide compensation program consisting of developing job profiles for all unique positions, marketplace benchmarking and the creation of an online compensation structure which including pay bands and ranges.

ACCENTURE
2010-01 - 2015-03

VP Global Human Resources Leader

- Designed, developed, and introduced a new online global organizational structure, driving greater functional and role clarity and increasing communications and effectiveness.
- Harmonized policies, benefits, and practices across North American organization, driving consistency and parity.
- Created compensation structures leading to the development of a career site containing position profiles and career paths.
- Designed and developed new short and long-term incentive compensation plans/programs targeted toward the leadership team and its direct reports.
- Researched, interviewed and selected for implementation the first-ever human capital management tool.
- Developed on-boarding processes, accelerating the effectiveness of newly hired high potential employees.

BERKSHIRE
HATHAWAY
2008-01 - 2009-12

VP Human Resources

- Created first system-wide human resources function for resulting in uniform policies and procedures and reduced human resources administrative expenses.
- Encouraged autonomy for geographically dispersed management.
- Consolidated all employee benefits, compensation and employee relations processes resulting in a reduction saving benefits rates and administrative costs while improving employee satisfaction.
- Successfully created and led the first system-wide diversity initiative.
- Surveyed employees concerning diversity issues and utilized feedback to deliver a diversity training process aligned with the organizational mission.
- Developed and implemented an employee peer review grievance procedure; designed and delivered a training program for peer review panelists.
- New process facilitated increased internal grievance resolution while reducing external charges and other litigation to zero during the first year of implementation.
- Integrated many-tiered compensation systems into a single set of ranges for improving simplicity and employee satisfaction.
- Experienced no resulting charges or litigation.

EDUCATION