

VIRGIE FISHER

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WORK EXPERIENCE

HEAD OF HR, INDIA

03/2018 - PRESENT

New York, NY

- Providing expert input to organization design and development, including advising on and developing methods to cultivate PPB's culture in line with its values
- Participate in the upgrades/version releases of respective reporting tools, as well as system amendments/enhancements required to facilitate new/modified reporting requirements. In connection with this effort, assist in user acceptance testing and after care post deployment
- Assist in identifying operational process improvements in production, control procedures, and workflow organization to increase the team's efficiency and effectiveness. Also assist in integrating and streamlining the reports under the team's responsibility
- Participate in staff development and evaluation, as well as staffing operational process (recruiting, hiring, and training). Help ensure that staff's skills and competencies can support reporting requirements
- Observe the bank's policies and procedures
- Support in region deployment of Total Rewards processes and solutions relating to
- Manages the annual compensation cycle in partnership with aligned HRBP's

HEAD OF HR, CHINA

02/2013 - 10/2017

Los Angeles, CA

- Understand the operational objectives of business units, work closely with management to ensure HR action target supporting overall business objective and strategy
- Communicate with HR of overseas operating companies so as to exchange HR strategy and function information, in order to achieve a full understanding and cooperation to facilitate the implementation of HR functions in China
- Drive standard recruiting and placement practices and procedures to ensure the company's staffing requirements are met in a timely manner
- Develop and implement HR policies and procedures for the Company's business goals
- Identify training requisition according to business planning so as to develop employees' potential ability to satisfy business development
- Consistently and sustaining to improve employee satisfaction for HR & Admin issues by establishing communication channel and maintaining good employee relationship
- Renew HR & Admin process and procedure to ensure comply with PRC law and local law

HEAD HR POLAND & BALTICS

10/2006 - 10/2012

Chicago, IL

- Lead HR&Admin team, coach HR&Admin personnel to be motivated in carrying out their responsibilities, and develop their competency level
- Identify new opportunities where HR can add value to the business
- Comprehensive proven employee relations' expertise that can be deployed in the context of business strategy and organizational change management
- Lead the execution of the Company's people practices in the region including talent assessment and planning, organization design and development, performance management, and culture development, and contribute as a global HR partner to the ongoing development of these practices
- Work experience in the Latin American region, preferably in Argentina, Brazil, Colombia and Mexico
- Very strong credentials as an organizational leader, with deep business acumen, proven ability to understand strategic organizational issues, and lead and influence change
- A capable and confident communicator and people manager, with very strong personal presence
- Direct the human resources organization within China to develop and execute best practices to promote employee engagement and to enable a high-performing workforce to contribute to the company's strategic growth
- Preparing and issuing Main Terms and Conditions of Employment

EDUCATION

UTAH STATE UNIVERSITY - OREM EDUCATION CENTER

2002 - 2006

Bachelor's Degree in Human Resources

PROFESSIONAL SKILLS

- Demonstrated strong interpersonal, communication, and presentation skills
- Strong partnership/relationship management skills
- Work across business functions with strong consensus building skills to move a strategy forward
- Experience leading cross functional projects and establishing and maintaining strong relationships with management
- Demonstrated ability to balance competing priorities and to adapt to changing requirements in a fast paced environment
- Prior experience of working within a busy HR department
- Proven experience working independently/autonomously