
SENIOR HUMAN RESOURCES EXECUTIVE

Transforming Cultures, Building Corporate Infrastructure and Engaging Employees Proactively

Senior Human Resources Business Partner, who has shaped high-performing cultures at Fortune 500 and major growth brands with progressive technical resources, prolific communications and robust development programs that bring double digit revenue growth. Employs current human capital practices that attract and retain high-potential talent. Develops executable strategy that motivates teams individually and financially to exceed the corporate objectives through various economic cycles.

- *Strategic Human Resources Planning*
- *High Performing Talent Acquisition*
- *Training Development & Facilitation*
- *Change Management & Reengineering*
- *Succession Planning & Development*
- *Performance Compensation Programs*
- *Merger & Acquisition Restructuring*
- *Field & Corporate Office Collaboration*
- *National Employment Law Expertise*
- *Employee Relations, Diversity & Inclusion*

PROFESSIONAL ACHIEVEMENTS & EXPERTISE

ANDOR INTERNATIONAL, INC. | Chicago, IL & London, England

2005 – Present

Fortune 100 corporate technology services firm with 2012 revenues of \$1.75B, 1310 worldwide locations and 82000 global employees.

Senior Vice President, Human Resources (2009 – Present)

- Serve as a key member of North American Field Leadership Team and HR Leader to corporate headquarters with dual reporting to President, North America and SVP, Global HR.
- Devise staffing and human resources practices that allowed Andor to achieve an average of 9% revenue growth since 2005 with 30% less locations and 14% less employees, yielding improved revenues per location/employee.
- Manage a team of 43 HR professionals to cultivate a unified, values- based culture and brand globally.
- Improve employee workflow productivity by 16% by creating successful merger and acquisition assimilations using effective organization design, change management and recruitment strategies.
- Oversee \$119 Million G&A budget annually directing recruitment and administration for US and European roles.
- Implement corporate values identified by senior leadership that transformed a passive workforce into a performance-based workforce that produced more revenues for the firm and more income for themselves.

Director, Human Resources (2005 – 2009)

- Piloted a new B-to-B staffing business model, which increased revenues by 17% and product sales by 38%.
- Led HR function on 2006 Asian expansion, which currently has 240 offices and 7000 employees.
- Reduced staff by 13% in 2009 to maintain profitability and continue to generate double digit sales growth.
- Identify areas for function centralization and best practices during two mergers in 2005.
- Successfully partner with outside counsel to defend against wage and hour claims in multiple US locations.

GREY RESEARCH | New York, NY

2001 – 2005

Fortune 1000 corporate information services and company that maintains information about more than 270 million companies worldwide.

Director of Human Resources

- Orchestrated daily HR functions supporting 550 employees with two HR generalists and served as the HR Business Partner to the Sales & Marketing SVP and the leadership team of this high growth business unit.
- Assimilated 14 acquired firms into the culture, business and performance processes in various locations.
- Improved compensation programs that was proven to drive revenue growth by 21% by devising an enhanced commission structure with the compensation team that rewarded for firm-wide sales into major accounts.
- Streamlined talent management, leadership development and performance-based compensation processes across sales and marketing teams in 27 field offices in the Eastern and Midwestern US.
- Travelled to all regional offices with senior leadership to connect with employees to developing a desirable place to work based on positive employee engagement survey results.