

LEONARD R. PINTO

(754) 207-5341 | lrpinto@gmail.com | <https://www.linkedin.com/in/leonardrpinto/>

SUMMARY

♦ A resourceful and driven human resources professional with domestic and international experience in benefits and compensation, training and development, change management, employee relations, organizational development and talent planning, recruiting/staffing, total rewards, and implementations. ♦ Proven aptitude for cross-functional leadership, with experience and understanding of systematic implementation of business strategies that develop and strengthen organizational culture and human capital. ♦ Possesses strong understanding of culturally sensitive differences within organizations and teams. ♦ A determined and versatile producer of turn-around achievements and building strategic HR capabilities with transactional excellence.

- Business Acumen
- Coaching and Mentoring
- Change Agent
- Compensation/Benefits
- Ethics Champion
- Employee Engagement
- Executive Consultation
- Global & Cultural Awareness
- HR Process Reengineering
- Leadership Development
- Performance Management
- Rewards & Recognition
- Remote Management
- Regulations Compliance (FLMA, ADA, EEOC)
- Strategic HR Practices
- System Implementation
- Talent Acquisition

EXPERIENCE

HILL-ROM, INC.

Regional HR Manager, 2017-2019

Functioned as HR business partner to regional vice president; supported sales, marketing, operations, regulatory, and finance teams, both on-site and remote, in U.S. and Latin America. Spearheaded full cycle recruiting and policy creation, drove employee engagement, and coached senior leadership on sensitive employee relations matters.

- Revamped and consolidated benefits within Latin America, identifying cost savings.
- Led talent acquisition regionally for sales, operations, and finance up to director level, resulting in growth of 30%.
- Created and rolled out human resources policies for Latin America.
- Developed a new sales incentive plan through cross-departmental collaboration.

WOMB GROUP

HR Coach and Executive Recruiter, 2016-2017

Served as Executive Coach for private individuals, skilled at helping multicultural executives build on current level of success and navigate effectively through challenges and transitions. Highly regarded for ability to understand clients' challenges and priorities and provide valuable insight and feedback.

- Responsible for all aspects of recruiting, interviewing, and screening of viable candidates searching for employment.
- Partnered with hiring managers to determine staffing needs, screen resumes, and perform in-person and phone interviews with candidates. Administered appropriate company assessments.

GLANBIA PERFORMANCE NUTRITION

Regional HR Manager, 2015-2016

Served as main HR business partner for sales, creative, finance, legal, R&D, and manufacturing/supply for South Carolina, Florida, and Latin America. Developed key employee policies for startup of Brazil office, including implementation of benefits and payroll procedures. Developed and created compensation and benefit structure for Brazil office.

- Created and launched university student internship program.
- Created and implemented recognition program to reduce absenteeism/tardiness in U.S. production plants by 15%.
- Championed creation of English as a Second Language program for Florida plant, with 80% success rate.
- Revamped New Employee Onboarding experience.

OPENTEXT CORPORATION
Senior HR Manager, 2013-2015

Oversaw reorganization and creation of local HR programs as startup of human resources for organizations in Brazil and Mexico. Led merger activities involving union, legal, and compliance aspects related to acquisitions. Served as coordinator in transitioning key changes in payroll, labor law, and other global HR programs. Functioned as lead advisor for in-country senior leadership. Restructured bonus plan for Brazil to optimize and align to include profit-sharing bonus regulations within two companies.

- Implemented overtime reduction plan resulting in 35% cost savings and downward trend of 25% in actual overtime.
- Enhanced talent acquisition process for Brazil by redefining processes and vendors.
- Mitigated sensitive employee relations matters.

MOTOROLA MOBILITY LLC
Senior HR Manager, 2010-2013

Functioned as main HR leader for U.S., executing country-based projects locally for all functional areas, such as sales, marketing, product, research and development, finance, and legal. Oversaw recruitment and hiring of all job positions up to director level. Implemented leadership development program in partnership with U.S.-based university for top talent of organization.

- Transitioned and maintained overall work environment in partnership with all leaders, resulting in low impact to work environment and low turnover during reduction in force projects.
- Led talent/successor reviews for 12 leadership teams, resulting in adjusting positions, salaries, and talents for succession.
- Created and executed reengagement program for sales and marketing area of 30 executives.
- Instituted "HR Channel" meetings with R&D team to strengthen communication ties among 12 management leaders.
- Served as member of Brazil Ethics Governance board.

SAMSUNG ELECTRONICS CO., LTD.
Regional HR Manager, Corporate Headquarters, 2006-2010

Directed HR teams in Argentina, Brazil, Chile, Colombia, Panama, and Miami, Florida in development of strategic plans aligned with regional headquarters. Implemented and created regional policies linked to talent management, employee recognition, and merit, including developing retention projects for key organizational positions. Created and executed leadership and feedback training for executive level, as well as implemented eLearning within region.

- Developed and implemented complete talent acquisition project involving standardization of techniques and processes used to improve hiring of new employees, resulting in increase in efficiency and reduction in turn-around time of approximately 30%.
- Spearheaded employee satisfaction survey, using Great Place to Work Institute methodology, identifying gaps in order to implement strategic initiatives and action plans within region.
- Established and coordinated electronic version of employee appraisal tool, resulting in 50% increase in total number of evaluated employees, and linked new tool to individuals, managed by objectives, to create culture of pay for performance.
- Served as key coordinator in regional implementation of global human resources data management program, ensuring implementation of customization in accordance with each country's needs.
- Awarded global HR strategic impact award.

ADDITIONAL EXPERIENCE

UPS SUPPLY CHAIN SOLUTIONS, **Training and Development/Staffing Supervisor**, 2004-2006.

UNITED PARCEL SERVICE, **HR Supervisor**, 2001-2003. **Training Supervisor, Sales/HR**, 1998-2001.

EDUCATION

BAKER COLLEGE, Flint, Michigan, **Degree in Business Administration, Human Resources Management**

CERTIFICATION

Certified Instructor, SPIN Sales Technique Course

PROFESSIONAL DEVELOPMENT

HR Leadership Course, Cornell University

Situational Sales Negotiations (SSN)

Outsourcing and its Risks, Lex Editors

John Maxwell Leadership Workshop

LANGUAGES

Fluent in Portuguese and Spanish.