##### Summary of Qualifications

##### Dynamic and decisive globally experienced executive leader with 15+ years of repeated success driving strategic thinking and innovation across the full spectrum of human resources capabilities that include talent acquisition, employee engagement and benefits, retention, and development. Have scaled technology, biopharma, and consulting companies from start-up to maturity. Proven influencer of top decision makers with an entrepreneurial spirit to modernize and implement hr programs, transformation and change management ensuring alignment with company policies and strategic goals that have led to operational cost savings and transparency. Strong interpersonal communicator skilled at fostering a culture of inclusiveness that supports expanded employer branding

##### Delivering A Record Of Results Through HR & Operational Excellence

* saved $23 million through the design and implementation of a company-wide organization redesign that focused on improving spans of control and shifting employee focus toward revenue generation.
* designed and implemented a $236 million global compensation initiative that emphasized sustainable performance and brought total compensation in alignment with revenue and earnings
* Reduced high-risk loan defaults from 26% to 9% saving $35 million in losses through new competency based strategy, organization redesign utilizing self-directed work teams, and enhanced on-boarding and coaching

##### Expertise that Delivers Breakthrough Performance

* ANALYTICS
* ASSESSMENT
* COACHING
* COMPENSATION
* LEADERSHIP DEVELOPMENT
* MERGERS & ACQUISITION
* ORGANIZATIONAL STRATEGY
* PAYROLL & BENEFITS
* PERFORMANCE MANAGEMENT
* POLICY DEVELOPMENT
* TALENT ACQUISITION
* TALENT DEVELOPMENT
* WORKFORCE PLANNING

##### Combining Strategic Business Acumen with Strong Analytical Capability to Create Human Resource Strategies and Initiatives that Produce Bottom-Line Results

##### Professional Experience

Stonehenge Resources Ltd, New York City, New York*.* 2014 -Present

Long-Term Contract Human Resource Executive

Develop and implement breakthrough talent management strategies as a contract human resources executive for clients in the financial services and biopharmaceutical domains. Instrumental in HR transformation strategies and implementation. “Go to” roll up your sleeves exec who can turn Talent Acquisition, Development, Compensation and ancillary benefit programs into strategic advantage

* Spearheaded organizational re-design planning (creating new job families, while eliminating duplicative and non-value added positions) and delivered the enabling HRIS system that realized a $3.8M cost savings through reduced attrition and more efficient talent acquisition.
* Created uniform standards within the employee relations functions to reduce arbitration and grievance costs. Coached executives and managers which resulted in a reduction of litigation costs by 32%.
* Redesigned the underwriting function by engaging front line managers in competency model and decision making measurements that reduced error rates by 93% and loan defaults by 63%.
* Created a new performance management process and system, reshaping the HRIS to be more user friendly, coached executives and managers on providing feedback, and trained employees on objective setting and development. Moved from a paper-based event to a quarterly performance and development process improving engagement scores from 58% to 71% in 12 months.
* Improved talent acquisition process in order to expand Sales and Marketing operations -tripling the number of US offices. Oversaw all sourcing, on-boarding, training and development as well as establishing a mentoring program for 1st year hires that contributed to an increase in revenue by 61%.
* Achieved a 40% improvement in talent sourcing, and a 30% gain in engagement scores through an employee branding initiative that included a revamped Internet site and employee communications strategy to better reflect the needs of the employee population and focus on practical, performance-related data.

PA Consulting, New York, NY 2013 to 2014

*Responsible for the global talent management strategy and operations vision, managing Human Resources and the Change Management initiatives for $5B global consultancy firm with an employee base of 3600 FTE’s.*

**TALENT & CHANGE MANAGEMENT PRACTICE LEADER**

Oversaw $12M operational budget and managed a global team of 40 HR professionals to deliver talent acquisition, compensation strategy, and advisory services.

* **Talent Management:** Supporting a 40,000 employee firm across EMEA and the US, I reduced attrition by 20% and saved $6M in overall operational costs by developing a competency based selection process.
* **HR Transformation:** Redesigned andexecuted a centralized HR service model that enhanced sustainable performance and saved $8 million in operation expenses
* **Employee Relations:** Through proactive education and the design of a Performance Management System focused on enhanced development, and coaching, reduced legal expenditures by 50% within 14 months in an 18,000 FTE manufacturing firm in US and Germany

Right Management, a Manpower Group company, New York, NY 2010 - 2013

*Provided leadership through Human Resources expertise –guidance and implementation efforts to ensure client’s corporate goals and initiatives through talent acquisition, integrated workforce strategy, compensation design and talent development programs*

**VICE PRESIDENT, HUMAN RESOURCES SERVICES**

Directed and managed 19-member global human resources team and held full P&L accountability of $36M department budget in support of $64B global staffing and human resources consulting firm.

* Defined and led the overall $20B workforce planning and corporate acquisition strategies that expanded the employer brand while integrating 230+ acquired employees and achieved 14% turnover reduction.
* Improved the leadership development process for that netted full transparency of 100% ready-now successors for the top roles in new geographies for the company. Full year results also contributed to eight out of nine (89%) VP promotions being the result of enterprise succession planning versus a benchmark of 75%..
* Identified 12 misaligned enterprise-wide sales commission programs across three Manpower portfolio Companies and developed the global compensation structure that led to improvement in sales performance by 18% while trimming excessive commission structure that cost the company $4 million annually and secured competitive advantage in the market space.

EDS/Hewlett Packard, New York 2008 to 2010

*Key leader responsible for the $1 billion enterprise service firm . Led global HR redesign through HP’s acquisition and dissolution of EDS in 2010.*

**VICE PRESIDENT, HRO SERVICES**

Responsible for $1 billion P&L, as well as exercising direct managerial oversight of 8 global delivery teams and 90 change management consultants geographically dispersed throughout South America, Europe and Eastern Europe.

* Spearheaded global Change Management Program to minimize change disruption across 8 country locations and 54k+ employees, resulting in ahead of time program deployment and $11M under budget.

IBM Corporation, New York, NY 2002 to 2008

*Selected by senior executive leadership to lead the OD Global Center of Excellence to provide leadership, best practice experience, support, and training to the Business Consulting Services Division (86,000 employees)*

**CHIEF HUMAN RESOURCES OFFICER**

Served as the CHRO and Board Member for an IBM portfolio biopharmaceutical company with 5600+ employees located across 6 countries. Coached and mentored a team of 15 HR staff to implement programs and policies that aligned corporate culture and strategic vision globally.

**Education**

Post-Graduate Work in Business – Fulbright Scholar

*University of Edinburgh, Edinburgh, Scotland*

Bachelor of Arts in Liberal Arts

*College of the Holy Cross, Worcester, Massachusetts*