**DIANA PEREZ SAAVEDRA, CPCC, ACC, SPHR, SHRM-SCP**

Miami, FL

dianamperez1@hotmail.com 305-608-9686 www.linkedin.com/in/dianamperez1

**SUMMARY**

Global Human Resources Leader with experience living and working internationally including Europe, Latin America and United States providing HR leadership support to Fortune 500, multinational organizations in dynamic environments including; Technology, Energy, Aerospace/Manufacturing, Financial / Reinsurance, Aerospace and Pharmaceutical. Deep functional expertise in organizational and leadership development into the broader talent management framework. Demonstrated success in leading and driving global change transformations and effectively interfacing with and influencing senior business leaders and leadership teams. Bilingual English / Spanish combined with a strong working knowledge of diverse cultures.

* Talent Management and Leadership

Development

* Career Development
* Global Change Transformations
* Organizational Development
* Diversity & Inclusion
* Organizational Culture Change
* Executive Coaching
* Labor Relations/Workers Council
* Global Business Acumen

**PROFESSIONAL EXPERIENCE**

**EXECUTIVE COACH AND TRAINER 2018 – Present**

Provide Executive Coaching and Talent Development for global clients. Focus on training and facilitation on Diversity & Inclusion for PDT Global and Strategic HR for Institute of Organization Development.

**CITRIX SYSTEMS INC**., Fort Lauderdale, FL **2015 – 2018**

$3B, worldwide 7,000 employees

**Director, Corporate Functions Worldwide**

Led team across Enterprise supporting Corporate Functions with responsibility for 1,000 employees based in USA, UK, Europe, Asia and India. Partnered closely with CFO and SVP of Finance, Chief People Officer, and Chief Security and Information Technology Officer providing value added HR services and solutions as it impacts culture, talent pipeline, performance, rewards and leadership development.

* Drove culture change through employee engagement initiatives and vision & values work resulting in greater focus on communication, training and development and diversity & inclusion.
* Designed and implemented Finance Mentor program supporting career development objectives.
* Collaborated with COE to develop and integrate job architecture and competency models for employee life-cycle in support of career development and career planning.
* Delivered web based manager and employee trainings on new performance culture, process, and expectations; over 300 participants were trained.

**WORLD FUEL SERVICES**, Miami, FL **2015**

$42B, worldwide 4,500 employees

**Senior Director People, Americas**

Led team of HR Business Partners in Americas Region to support corporate functions group including Finance, IT, HR, Tax, Treasury, Legal, Marketing and Commercial Development; 900 employees with 15 functional leaders.

* Assumed additional responsibility for Talent Acquisition and provided senior level expertise across function resulting in enhanced recruiting and on-boarding efforts reinforcing diversity & inclusion.
* Delivered HR Business Partner consulting activities including organizational development and design and leadership coaching opportunities for C-suite.

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**AMETEK / MRO, INC.,** Miami, FL **2012 – 2014**

Subsidiary of AMETEK Corp., $4B, worldwide 13,000 employees

**Division Vice President, Global Human Resources Management**

Led HR function for $200M global division, with 1,000 employees and team of 8 functional and direct reports based in 8 sites throughout North America, UK, France, and Singapore.

* Rebuilt HR infrastructure, programs, systems and services to meet division’s strategic and operational plans and objectives.
* Designed and delivered first-ever supervisory management training program involving 20 professionals which led to clarity of and compliance to HR policies.
* Shaped culture through adoption of performance and talent management practices and processes.
* Performed due diligence and managed integration activities for $20M multi-company transaction.

**SWISS REINSURANCE COMPANY**, Zurich, Switzerland **2008 – 2012**

$4B, worldwide 11,000 employees

**Director, Global Senior Human Resources Business Partner**

Based in Zurich, served as trusted advisor and source of HR expertise for CIO and IT Managing Directors for 1,100 employees. Managed Global HR team of 12 direct and functional reports; served as member of the IT Executive Team.

* Introduced and facilitated talent management and succession planning reviews which led to talent pipeline and HIPO strategies and actions.
* Managed executive compensation process as part of Top 200.
* Drove change with focus on shifts to values culture, collaboration, and employee engagement through employee surveys and regular communications efforts.
* Partnered with global talent acquisition team to identify executive and senior level talent to staff critical roles; filled 10+ critical positions.
* Designed and implemented two in-house multi-day assessment centers for HR & IT Transformation
* Led HR work stream for global IT Change Transformation Program with savings realized at $100M.
  + Developed communication strategy and implementation plan for global restructure & outsourcing complying with country regulations and local workers councils.
  + Sites impacted: UK, Switzerland, Germany, US, Canada, Latin America, India, Asia, Australia and South Africa. Worked closely with Partners Accenture and Bearing Point.
  + Initiated and designed “HR Guiding Principles” which shaped HR solution for treatment of employees under transformation efforts.
* Co-developed job family framework to engage IT employee base and enhance Company’s branding and reputation for career development opportunities.

**NOVARTIS PHARMA AG**, Basel, Switzerland **2006 – 2007**

$32.2B net sales, Pharma worldwide 65,000 employees

**Head HR Pharma IT**

Based in Basel, Global HR Business Partner for 1,200 employees within Europe, Japan, Latin America, USA, Canada, Middle East and Africa for Information Technology within all of Pharma business functions. Member of Pharma IT Leadership Team and Manager of IT Recruiting Team.

* Enhanced organizational effectiveness, diversity and inclusion awareness, and facilitated culture and change management processes through three major initiatives: IT Professional of the Future, Women @IT and Language of Leadership coaching.

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**ORACLE CORPORATION,** Miami, FL **2001 – 2006**

$38.3B, worldwide 120,000 employees

**Director Human Resources, Latin America**

Led Emerging Latin America region human resources team of seven based in Colombia, Venezuela, Peru, Costa Rica and Puerto Rico, supporting Sales and Consulting areas for US and Latin America. Member of Latin America Leadership Team and Division HR Leadership Team.

* Spearheaded HR integration for $10B PeopleSoft acquisition for nine countries in Latin America completed in six months and received “Best Business Partner Award”.
* Managed a high-risk restructuring and office shut down for 100 US based employees; resulted in no litigation, $200K saved in redeployment efforts.
* Oversaw first-ever regional compensation initiatives including sales variable plans and established regional salary survey process recognized as “Best Practices” by Towers Watson for High Tech Survey.

**EDUCATION**

**M.A. Behavioral Science**

University of Houston, Clear Lake, USA

**B.S. Management**

Upsala College, New Jersey, USA

**CERTIFICATIONS**

Global Human Resources Accreditation (GPHR), SHRM – Previous Recipient

Senior Professional Human Resource Accreditation (SPHR-SCP), SHRM, USA

Certified Co-Active Coach (CPCC), CTI, London, UK

CTI Co-Active Leadership Program, Barcelona, Spain

International Coach Federation Accreditation (ACC), USA

**AFFILIATIONS AND ACTIVITIES**

International Conference Speaker “Embarking on an Outsourcing Project,”

HR International Directors Summit, Prague and Barcelona

International HR Community (IHRC), Co-Founder and Core Team Member, Zurich

Greater Miami Society for Human Resources Management, Past President

Adjunct Professor Miami Dade College - Student Life Skills Course