**DIANA M. PEREZ, CPCC, SPHR**

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**SUMMARY**

Senior level International Human Resources Professional having lived in Europe, Latin America and USA with work experience in Fortune 500, multinational organizations in dynamic environments across several industries including Financial, Pharma and Technology. Strong background in mergers and acquisitions, executive coaching, talent and performance management, strategic recruitment, and diversity initiatives. Demonstrated success in managing organizational transformation, change initiatives, and working with executives and their leadership teams. Bilingual in English/Spanish, basic German and French language skills combined with a strong working knowledge of diverse cultures.

**EMPLOYMENT**

**AMETEK, INC., Miami, FL 2012 to Present**

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

* + - Lead HR function for global Division, $200 million revenue, with a team of eight functional reports based in North America, United Kingdom, France, and Singapore.
* Build up and develop HR infrastructure, programs, systems and services to enhance Division’s strategic and operational plans and objectives.
* Influence and shape culture through adoption of performance and talent management practices and processes, strengthen leadership skills, and provide ongoing coaching and feedback.
* Performed due diligence and integration activities for $20 million acquired company based in USA.

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

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

* Served as trusted advisor, coach and source of HR expertise for Executive Board Member and Managing Directors for the Operations Function/ IT Division. Client base of 1,100, member of Executive Leadership Team and managed a global team of up to 12 direct and functional reports.
* Drove change management with focus on shifts to culture, collaboration, employee engagement, and HRIS model.
* Accountable for high quality delivery of Division’s year-end processes:

- Drove performance calibration reviews built trust and accountability.

- Facilitated senior talent management and succession planning reviews which led to talent pipeline strategies and tactics.

- Managed executive compensation process as part of the Top 200.

* Partnered with global talent acquisition team in the identification of executive and senior level resources to staff critical roles. Designed two in-house multi day assessment centers and assessed approximately 100 employees.
* Created and implemented Divisional Human Capital Plan based on business drivers and human resources initiatives to support business objectives and KPIs.
* Led HR stream for global IT Transformation Program with savings realized at 100 million USD; large scale structure and organizational design, first global restructuring and outsourcing project targeted over three year timeframe. Major hubs located in UK, Switzerland, Germany, USA and Asia.

- Successfully built first global HR team supporting an entire transformation program.

- Developed communication strategy and implementation plan working closely with partners (Accenture and Bearing Point).

- Initiated and designed “HR Guiding Principles” which shaped the HR solution for treatment of employees for transformation efforts. Recognized and approved by the Executive Committee.

**NOVARTIS Pharma AG, Basel, Switzerland 2006-2007**

# Head HR Pharma IT

* Drove global Talent Management process ensuring alignment with business objectives and assessment of organizational challenges for business and people impact.
* Led and coached the leadership team through succession planning, performance and development planning activities.
* Built organizational effectiveness, diversity awareness, and facilitated culture and change management processes through three major initiatives: IT Professional of the Future, Women@IT and Language of Leadership coaching.
* Provided operational and HR business excellence through the implementation of annual compensation processes and incentive programs, training and learning nominations, and management of international assignments.
* Responsible Global HR Business Partner for 1,200 associates within five regions (Europe, Japan, Latin America, USA, Middle East, Africa) and three global line functions. Member of the Pharma IT Leadership Team and Manager of the IT Recruiting Team.

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

# Director Human Resources

* Led the HR integration for the $10 billion Peoplesoft acquisition for nine countries in Latin America which was completed in six months and received the “Best Business Partner Award” for this project.
* Managed a high-risk restructuring, and subsequent operation shut down, for 100 U.S. based employees: resulted in no litigation, $200k saved in redeployment efforts.
* Partnered with Global Chief Corporate Compliance Officer on successful resolution of Sarbanes Oxley (SOX) issues and facilitated Global Compliance and Code of Conduct workshop for internal compliance officers, lawyers and HR managers.
* Oversaw regional compensation initiatives including sales variable plans and established regional salary survey process recognized as “Best Practices” by Towers Perrin Consultants for High Tech Survey.
* Drove cultural change and organizational effectiveness with country and regional leadership teams using Great Place to Work Survey results for action planning.
* Led a regional human resources team of seven, based in five countries, supporting sales and consulting areas for US and Latin America. Member of Regional Management Leadership Team and HR Latin America Leadership Team.

**ENRON CORPORATION, Houston, TX 1997 - 2000**

***Director Human Resources for Enron South America (2000)***

***Director Human Resources for Azurix Corp., an Enron Company (1999)***

***Manager Human Resources for Enron Capital Trade (1997-1998)***

1. Supported South America regional headquarters for three countries and approximately 2,300 employees based in Sao Paulo, Brazil:

- Performed executive compensation for US and Local Nationals covering year-end bonus and

incentive process, coordinated executive employment contracts and designed global stock options

program.

- Participated in major recruiting event “Super Saturday” for Region; over 200 candidates were prescreened, 54 selected for interviews and 17 offers extended in one weekend.

1. Established infrastructure of Human Resources Department for start-up organization in USA; developed policies and procedures, a performance management process and talent acquisition function for over 200 employees.
2. Performed human resources due diligence and implemented post acquisition transition and integration management for 400 million dollar acquisition for approximately 2,000 employees in Buenos Aires, Argentina:

- Identified issues and liabilities impacting the business deal and conducted risk analysis.

- Participated in the new organization design including identification of critical positions and sourcing of key talent at senior management levels including C suite.

1. Built the start-up human resources processes for Latin America office based in Mexico:

- Participated in the design of the benefits model, developed compensation structure, established a local payroll function, and recruited foreign nationals at professional and staff levels.

- Developed labor agreements and human resource policies and procedures ensuring compliance with country specific labor law requirements.

**AETNA US HEALTHCARE, Houston, TX 1995 - 1997**

***Manager Human Resources***

1. Led a Human Resources team covering four geographic areas for approximately 1,000 employees in commercial and operations functions of a major health plan.
2. Introduced and successfully rolled out a job family compensation system.

**FLUOR DANIEL, INC., Houston, TX 1993 - 1995**

***Senior Consultant Human Resources Development***

1. Facilitated continuous improvement sessions with internal/external clients resulting in work process improvement methods, leadership effectiveness and team building skills.
2. Led the educational component of the diversity initiative through cross-cultural and diversity awareness training sessions.

**RIGHT MANAGEMENT, UNIVERSITY OF HOUSTON AND TENNECO, INC. 1990 - 1993**

***Graduate Student and Human Resources Management and Outplacement Consultant***

* Conducted research on “best diversity practices “from leading multinational companies.
* Designed and developed a three day diversity awareness training program.
* Worked with groups and individuals in career transition and managing change.

**CITICORP/CITIBANK, Houston, TX 1985 - 1990**

***Human Resources Manager (1987 - 1990)***

***Human Resources Officer (1985 - 1987)***

**EDUCATION**

**M.A. Behavioral Science**

University of Houston - Clear Lake, USA

**B.S. Management**

Upsala College, New Jersey, USA

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

**Senior Professional Human Resource Accreditation (SPHR), SHRM**

**Certified Co-Active Coach,** CTI, London, UK

**AFFILIATIONS AND ACTIVITIES**

Conference Speaker “Embarking on an Outsourcing Project– HR International Summit, Prague and Barcelona

American Club of Zurich, Executive Committee Member

International HR Community, Founder and Core Team Lead, Zurich

Greater Miami Society for Human Resources Management, Past President

Excellence in Human Resources Award Recipient from South Florida Business Journal

Board Member, YWCA, Miami, FL