

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.

CHRISTIAN & SIMPSON, INC. | New York, NY**1997– 2001***Fortune 100 parent company of consumer and beauty products conglomerate with \$55 billion in revenues.***Human Resources Manager** (1999 – 2001)

- Served as the HR Business Partner to the EVP of Sales and sales senior team advisor on all business deals.
- Partnered with regional HR directors and sales managers to identify key attributes, development assignments and performance metrics to ensure high potential candidates grew in development roles.
- Implemented a national, high potential development feedback system that showcased talent to senior leadership that ensured these leaders were promotion-ready within 18 months.
- Participated in the HR Taskforce that developed a human resources service call center in Carbondale, IL to support 12,500+ US employees. This was the first shared services for staff on HR inquiries, benefits and payroll.
- Co-facilitated annual succession planning and organization review sessions with the management team and developed tools and development assignments to revitalize the high-potential sales leader program.
- Advised on change management initiatives transitioning 1,100-employees from New York to Carbondale.
- Instituted and facilitated a 360-degree feedback session for each senior leader within sales and marketing which involved subordinate and manager-level feedback to create executable developmental plans.

Assistant Human Resources Manager (1997 – 1998)

- Designed high-performing strategies and executable solutions to support organizational design, performance management, recruitment, compensation, leadership development and employee engagement.
- Achieved a 38% increase in minority and women lawyer hiring by partnering with legal management to design and implement a strategic diversity plan focused on talent, succession and performance management.
- Promoted cross company legal assignments for high potential staff, increasing global placement by 20%.
- Cultivated an HR business partnership with the Corporate General Counsel, six operating company general counsels, senior legal team and the legal departments globally where one did not exist prior.

TECHNOLOGYBUY.com | New York, NY**1990 – 1997***Pioneering technology firm who created the first ecommerce platform. Firm grew from 120 to 720 employees worldwide during tenure.***Manager, Employee Development and Training** (1993-1995)**Human Resources Generalist** (1990-1993)

- Developed HR Business Partner Roles leading to organizational change, leadership development, succession planning, recruitment, employee relations and compensation plans and implementation.
- Guided and advised management in developing strategic plans on organizational and staffing issues.

EDUCATION & CERTIFICATION CREDENTIALS

Rutgers University, New Brunswick, NJ – <i>Human Resources Program</i>	2008
<ul style="list-style-type: none"> • Advanced Program in Organization Development and Human Resource Management 	
SPHR, Senior Professional in Human Resources Certification, Society of Human Resources Management	2003
New York University, New York, NY – <i>M.B.A. Strategy</i>	1996
University of Delaware, College Park, MD – <i>B.S., Business Administration</i>	1990

PROFESSIONAL ASSOCIATIONS

SHRM, Society of Human Resources Management, Membership Chairperson-HRNY

2000-present