

Marna Bronfen-Moore

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PROFESSIONAL SUMMARY

Strategist, problem solver and trusted advisor with comprehensive global HR leadership experience within Fortune 500 companies. Experience in succession planning, talent and leadership development, new facility start-up, M&A, engagement, talent acquisition, and total rewards. Energetic, driven professional who plans for success and delivers a substantial return to the organization.

EMPLOYMENT HISTORY

HOLOGIC, INC., Marlborough, MA

2015 - Current

\$3.3B global medical device company that develops and manufactures Breast & Skeletal Health, Diagnostic, GYN Surgical and Medical Aesthetic Solutions with 6500 employees worldwide

VP, Global Human Resources (5/15 – Current)

Global responsibility for Human Resources in Asia Pacific and for the Corporate functions in EMEA, Canada, Latin America and the U.S. Provide strategic HR and business partnering to the Executive Leadership Team with a focus on building talent capabilities and driving double digit business growth.

- Achieved consistent double-digit revenue growth in Asia Pacific after two declining years. Results achieved by building enhanced talent capabilities at all leadership levels and re-designing the organization to more effectively meet business challenges.
- Led International integration of the newly acquired medical aesthetics business. Partnered with business to assimilate employees, consolidate organization structure, integrate HRIS systems, and roll out compensation and benefit changes.
- Partnered with the business to lead the human resources aspects of expansion into new countries and markets in Asia. Expanded into 3 new countries in 2018.
- Built an internal succession pipeline, exceeding the target successfully, driving down external recruitment costs.
- Operated as a member of the HR Leadership Team responsible for developing and executing human resource strategy in support of the Hologic business plan and strategic direction of the organization.

HAEMONETICS, Braintree, MA

2013- 2015

\$1 Billion global medical device company with 4500 employees worldwide

VP, Global Human Resources (5/13 – 5/15)

Assumed global leadership for a team of HR professionals supporting ~3200 employees worldwide. Ensured alignment of global HR initiatives and processes with business strategies. Delivered HR results including but not limited to talent review, succession planning, change management, talent acquisition, compensation administration, and performance management.

- Partnered with Executive Committee members to propel business strategies and leverage work across functions and businesses to drive growth and increase efficiency.
- Co-led a multi-year global HR transformation that resulted in a streamlined organizational structure, enhanced systems, and core processes.
- Led the global HR strategic planning process to define strategy, vision, and annual goals. Outcomes included enhanced leadership, engagement, accountability, and sense of urgency to achieve results in all areas of the business.
- Led plant and distribution center start-ups in Asia and the United States. Successfully recruited leadership teams and designed and implemented total rewards and benefit programs from scratch.

BOSTON SCIENTIFIC, Natick, MA**2005- 2013***\$7 Billion Fortune 500 global medical device company with 24,000 employees worldwide***Global Human Resources Director – Operations, Quality and Medical Safety (8/11- 5/13)**

Led the Global Human Resources function for Global Quality, Regulatory, and Medical Safety functions. Responsible for developing and implementing organization design, delivering change management methodology, and building and implementing a Talent Management Strategy.

- Led employee engagement strategies to increase employee retention, improve communication, and enhance employee development. Global Quality attrition remained ~ 2% lower than Saratoga Benchmark and ~1.5% lower than BSC-wide.
- Delivered \$74M in savings in 2014 in partnership with the Sr. Leadership Team via Quality Optimization projects and Organization Redesign efforts.
- Analyzed organizational “Span and Layer” data to drive workforce planning to achieve benchmark of 3.1% of revenue and Manager average span from 1:5.4 to 1:7+ by 2014.
- Improved Talent Management through increased focus on college recruitment/internship programs, career rotations, and diversity and inclusion. Achieved quantifiable improvement in all areas.

Global Human Resources Director – Operations (9/06 – 8/11)

Promoted to global position to provide HR leadership to Operations. Responsible for flawless development and execution of strategic projects including succession planning, new facility start-ups, and plant network optimization.

- Led and implemented as part of a Steering Committee a Plant Network Optimization strategy to reduce the number of plants and transfer of product lines to Costa Rica which resulted in savings of \$99M.
- Developed a global Talent Review and Succession Planning Process. Results included building bench strength for key positions, aligning ready talent with the strategic direction of the organization, and filling key openings from within, without delay, and with confidence to maximize business results.
- Developed, implemented, and analyzed the results of a “Fit to Win” methodology that resulted in identifying cross-organizational leverage opportunities, identifying work and processes that were redundant, non-value added and that contributed to bureaucracy and slow decision-making.
- Selected as a high potential by EVP of Human Resources to participate on the Fast Actions Solutions Team (FAST) to identify solutions.

Human Resources Director – Glens Falls (9/05-9/06)

Provided Human Resources leadership for a 760-person, \$76 Million facility that manufactures cardiology, oncology, and peripheral medical device products. Responsible for all HR functional areas.

- Collaborated with Corporate Training and Development on the creation and delivery of an enhanced electronic Performance Management tool to more effectively establish and communicate expectations, provide ongoing feedback, and reinforce individual accountability.
- Managed, communicated, and implemented the ‘HR Connect’ strategic initiative resulting in a seamless transition to a leading firm that delivers a wide range of HR Services. Resulted in an annual estimated savings of approximately \$85,000 at the site level.
- Led and implemented a reduction in force generating approximately \$1.5 Million in annual savings and an improved focus on higher growth programs for the organization.

Award: Recipient of 2006 Boston Scientific Leading the Change Award for successful implementation of the HR Connect initiative.

C.R. BARD, Inc.**1997 – 2005**

\$3.1B global medical device company that develops and manufactures vascular, urological, oncological, and surgical products with 13,000 employee's world-wide.

Senior Human Resources Manager, Tempe, AZ (09/04 – 09/05)

Promoted to Sr. Human Resources Manager at a \$350 million division to direct the HR strategies for sales and marketing initiatives, drive the team philosophy, and lead the employee talent management programs.

- Reduced Territory Manager turnover in the sales force by 20% in one year by developing and validating effective selection criteria during the hiring process.
- Conducted training needs analysis, built comprehensive curriculum for virtual, cross-cultural Project Teams and facilitated training. Resulted in a full market launch of a new product line three weeks early.
- Created and implemented the first succession planning process for high potential employees through the administration of 360 feedback, coordination of development and career planning.
- Developed a competency-based training program for Project teams including Marketing, Engineering, and Manufacturing members resulting in improved collaboration among the members.

Human Resources Manager, Glens Falls (12/97 – 09/04)

Led Human Resources function for an 850+ person, \$70 Million manufacturing site including team development, compensation, communication, executive recruitment, and performance management.

- Developed, trained, and fostered a successful team environment with 29 high performing work teams resulting in an average cost reduction of 5.6% per year for 7 years.
- Developed and implemented a team-based incentive compensation system resulting in \$3.9 Million in favorability.
- Supported the largest single growth in the 62-year history of the facility through the execution of a recruitment strategy that successfully filled every position with quality candidates.
- Developed an improved Performance Management Process to effectively establish objectives, manage feedback, and develop competencies. Conducted training across several divisions.

Award: Recipient of 2004 HR Innovation Award – Selected by Executive Committee as the leader in HR Strategic Innovation across C.R. Bard, Inc.

BURROWS PAPER CORPORATION, Little Falls, NY**1993 – 1997**

Privately held paper manufacturing company with 900 employees world-wide

Head of Human Resources

Head of HR for ten industrial facilities with 900 employees, revamped medical benefit structure, administered Defined Contribution and Defined Benefits Pension programs. Coordinated all executive hiring and acted as lead negotiator of union contracts. Successfully won three union arbitrations.

EDUCATION**Ph.D. Management, Concentration: Organizational Behavior, All but Dissertation**

Rensselaer Polytechnic Institute, Troy, NY

Publication (1994): A Whiff of Reality: Empirical Evidence Concerning the Effects of Pleasant Fragrances on Work Related Behavior

M.S. Industrial/Organizational Psychology

Rensselaer Polytechnic Institute, Troy, NY

THESIS: Effects of Mood of Interviewer on Immediate and Delayed Evaluations of Job Applicants

B.A. Psychology

Purdue University, West Lafayette, IN