

MEGAN DALEY WOODS, MBA

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CULTURE AND PEOPLE EXECUTIVE CO-CREATING EMPOWERED AND INNOVATIVE CULTURES

Strategic and innovative Human Resource executive and business partner who has been successful in translating the vision of the business into culture shifts improving team performance, career growth, and employee engagement. Strong generalist background with extensive experience in organizational development, compensation, benefits, employee relations, coaching, and talent development. Creative and curious collaborator who loves challenges that encourage innovation, team dynamics and cultural change. Known for being candid while diplomatic and operating with an authentic approach to solving employee relations and business problems.

PROFESSIONAL EXPERIENCE

MAGENTA THERAPEUTICS, Cambridge, MA

2018

Biotechnology company launched in early 2017 focused on developing medicines to improve the safety of all aspects of bone marrow transplant with the hope of creating a life-saving platform for many diseases. Magenta went public in June of 2018.

Head of Culture and People

Executive team member strategically directing the design and successful delivery of people programs linked to business strategy and supporting the company values and culture. Translates company strategy and vision into actions that move the organization towards successfully embracing company goals and operating with shared values and behaviors. Successfully took the company from private to public enterprise in first six months of employment.

- Advocated to evaluate and revamp an outdated scientific career ladder for employees.
 - Engaged scientific leaders across all levels and functions to map out role requirements, qualifications, and education experiences.
 - Guided the executive team and research organization through the process of gap analysis, current status of existing roles and levels and shared benchmarking models.
- Directed the development of an executive compensation philosophy, policies, and processes that aligned with company values and maximizing shareholder value.
- Established a team effectiveness focus within the research team, capturing the ownership and passion of employees to drive for patient-committed results.
 - Led the discovery and design of the first ever research offsite event resulting in a more engaged, empowered, and effective research team.
- Enhanced the processes, programs, and tools for consistent and effective talent attraction and acquisition during a time of 20% headcount growth quarterly. Resulted in improved talent pool through increased employee referrals for 70% of open roles and reduced time-to-fill on key roles.
- Introduced performance dashboards identifying key trends on talent acquisition, growth, and key initiatives.
- Directed development of a Commitment to Patient strategy. Engaged a cross-functional, multi-level team to define and implement the activities. Program resulted in five patient-centric activities scheduled for second half of 2018.

NOVARTIS INSTITUTES FOR BIOMEDICAL RESEARCH (NIBR), Cambridge, MA

2009 – 2017

NIBR is a separate business unit of Novartis Pharmaceuticals designed to discover an expanded pipeline of novel drugs for development into marketable drugs.

Executive Director, Human Resources and Genesis Labs (2017)

Director, Human Resources Business Partner (2015 – 2017)

Associate Director, Human Resources Business Partner (2014 – 2015)

Manager, Human Resources Business Partner, Compensation Manager (2009 – 2013)

Consultant to multiple therapeutic and platform areas on operationalizing scientific strategy, organization and talent development, and coaching leadership and management across Cambridge, MA and Basel, Switzerland locations. Co-led Novartis Genesis Labs. Member of NIBR Human Resources Leadership Team. Direct supervisory responsibilities for a team of four, and multiple sabbatical associates. Enterprise-wide responsibilities for HR strategy implementation.

- Designed, implemented and led a CEO sponsored internal innovation incubator that identified over 90 team projects and resulted in the launch of 5 novel, game-changing projects delivering on novel, early research.
 - Co-led the design and global implementation of the Novartis Genesis Labs, an internal startup/accelerator for home-grown novel projects or initiatives, enabling a new, additional channel for collaborative innovation.
 - Achieved over 90 team project submissions in the first request for applications with over 300 scientists operating beyond their organizational structure.
 - Addressed increased turnover of entrepreneurial employees and unfavorable employee engagement results. Retained innovative and entrepreneurial employees by empowering ownership of team strategy, operating parameters, and budget development leading to employees being fully engaged.
- Established shared leadership team ownership for hiring and talent strategies to deliver measurable outcomes such as improved favorability to highest quartile in employee engagement surveys, reduction of performance-based turnover of new hires to 0% over 4 year period and created leader-led development program to reduce on boarding acclimation time and gain year on year talent pipeline improvement.
 - Implemented a focused strategy for attracting, retaining, and engaging talent that met the unique needs of the team and its business strategy.
 - Evaluated and improved the candidate selection process that attracted and retained top talent and increased employee engagement results within the organization. Encouraged employees to recruit talent to create a candidate pipeline for existing and future hires.
 - Identified gaps in the selection, hiring, and onboarding process, and presented findings to the senior leaders which led to the next phase of the candidate selection process.
 - Created mechanism for managers to hire candidates missing non-critical requirements by providing clearly-defined parameters and expectations for onboarding and the first 3-6 months of employment.
 - Facilitated communication forums with managers, senior leaders, and supporting staff for official buy in for the newly revised Talent Acquisition Plan.
- Improved functionality and alignment of the HR function to the global research organization.
 - US-based lead on human resources rebuild activities for the NIBR HR function. Co-led a global revision of the deployment of resources for NIBR HR organization based on newly developed HR model.
 - Led the creation of job profiles, hiring activities, and HR community change process.
- Facilitated change management process resulting in successful shift of the operating model from service provider to preferred partner.
 - Designed and led the process to develop a strategy road map for newly created global organization utilizing the Organization Systems Model focusing on results, stakeholders, culture, and strategy.
 - Resulted in increased employee engagement and improved internal stakeholder feedback

HP HOOD LLC, Lynnfield, MA

2001 – 2009

One of the country's largest branded food and beverage companies with 13 manufacturing plants throughout the United States. The company maintains its own research and development operation, manufacturing, distribution, and sales channels.

Senior Human Resources Manager (2007 – 2009)**Human Resources Manager** (2004 – 2007)**M&A Project Manager, HR Integration** (2003 – 2004)**HR Specialist** (2002 – 2003)

HR/R&D Assistant (2001 – 2002)

- Generalist role with responsibilities for employee recruiting, relations, development, training, and engagement projects and activities. Responsible for Headquarter employees located at: three Boston-area offices; Corporate office employees at Binghamton, NY location; Home Service distribution employees; and a Nationwide, remote sales organization. Supervised one non-exempt level direct report. Total employee coverage great than 500.
- Successfully integrated three Human Resource organizations after Hood's acquisition of Crowley Foods and Kemps, LLC. As project leader, focused on the development of common, nation-wide benefits and compensation platform, the development of a deferred compensation program for senior management, and overall organizational design of newly merged company.
- Responsible for implementing and administering new HR systems such as a Performance Management system and corresponding competencies for the organization. Trained employees at both corporate and plant levels; developed and implemented train the trainer program for HR organization. Assessed effectiveness of online tool through user feedback on ease of use and made appropriate adjustments to system.
- Managed overall recruiting process including personality assessment testing, background checking, behavioral interview training, new hire orientation, and standardized operating procedures. Managed the Headquarter and Sales force hiring process to quickly surface and place high quality candidates.
- Partnered on implementation of HR data analytics and dashboard. Measured and tracked turnover/ retention (new hire turnover called out), time to fill, identity diversity metrics (EEOC compliant).

EDUCATION

Master of Business Administration, UNIVERSITY OF PHOENIX, Burlington, MA (2006)

Human Resources Management Program, UNIVERSITY OF MASSACHUSETTS, Boston, MA (2002)

Bachelor of Arts, Education and History, SIMMONS COLLEGE, Boston, MA (2001)

SKILLS, CERTIFICATIONS AND TRAINING

Certificate in Organizational Development (NTL, anticipated 2019)

Change Management Models: Appreciative Inquiry, Change First

Mercer Project Management for M&A

Certified Instructor Civil Treatment/ValuEthics Series (CTM/CTE)

Microsoft Office, HRIS programs, Showcase Query, Analyzer.

American Management Association Seminars on Management, Interviewing Skills, Project Management.

Personnel Decisions International; PROFILOR (360) Certification (2007)

Predictive Index Behavioral Assessment Certification (2007)

Interaction Associates Certification on Essential Facilitation (2005)