

GLOBAL HUMAN RESOURCES LEADER

Proven, results-focused global leader, creating and implementing human capital strategies to drive business results. Successful track record of building high-performing teams and leading strategic initiatives to achieve positive outcomes. Extensive human resources leadership experience including Talent Acquisition, HR Technology, Analytics, Mobility, Compensation and Employee Relations. History of advancement based on accomplishments and performance. Served as key member of HR leadership team that developed and implemented a global human capital strategy supporting the transformation of a manufacturing business into a leading brand and entertainment company.

KEY ATTRIBUTES

*Strategic Problem Solver | Action Oriented Executive | Engaged Communicator | Transparent & Motivational Leader
Global, Cross Functional Collaborator | Adaptable & Agile Decision Maker | Curator of Productive Culture*

PROFESSIONAL EXPERIENCE & HIGHLIGHTS

Hasbro, Inc.; PAWTUCKET, RI

Hasbro, Inc. is a global play and entertainment company with brands such as Nerf, My Little Pony, Transformers and Monopoly. Hasbro employs 5,000 globally.

Vice President, Human Resources, 2017 – 2018

- **EMPLOYMENT BRAND**: Designed and executed talent acquisition strategy that encompassed engaging new pools of global talent, externally and internally communicating the company's employment proposition and improving the new hire experience, resulting in a stronger employment brand. Created Hasbro's first global talent community through the implementation of a global career site, showcasing the employment proposition through one voice in over 110 countries.
- **CANDIDATE ENGAGEMENT**: Modernized Hasbro's candidate experience by building an innovative social media strategy including: video job ads, hashtag campaigns, and blogging. Strategy delivered positive click-through rates and broadened the reach of the employment brand to critical talent pools.
- **DIVERSITY**: Developed and implemented a diversity focus for the internship program, a key talent pipeline for the organization. Achieved results through investments in key campus partnerships and a re-designed summer program targeting non-local talent. Implemented forward-thinking practices that remove bias from permanent hire recruitment processes, creating fairness and increased diversity in talent pipelines.
- **ANALYTICS**: Ideated and implemented Hasbro's first People Analytics function arming the business with insights on programs and priorities most aligned with their unique objectives. Created consistency and common language for global business reviews with C-suite.

Senior Director, HR Technology & Operations and Talent Acquisition, 2013 – 2016

Director, HR Technology and Talent Acquisition, 2012 –2013

- **SHARED SERVICES**: Designed and implemented an internal Human Resource Shared Service team supporting the Americas. Redefined how work was accomplished across human resources, enabled HR Business Partners and COEs to add value to the business in their areas of technical expertise. Enhanced the employee experience by simplifying processes and making information more easily available.
- **HR TECHNOLOGY**: Created and implemented business plan for major investment in the global talent management strategy through the implementation of a global technology solution. Influenced senior leaders to support the vision and drove global collaboration with stakeholders. Led communication and change management. Resulted in modern employee experience, efficiency gains, and increased transparency between employees, managers, and human resources.

- **EMPLOYEE ENGAGEMENT:** Transformed orientation to an immersive experience for new hires into Hasbro's culture, values, and teams; bringing new employees into the fabric of the organization more quickly and enabling faster time to productivity.
- **OPERATIONAL PRODUCTIVITY:**
 - ▶ Realized over \$1M in annual travel expense avoidance by restructuring the corporate travel program. Transformed the program from servicing one market (U.S.) to the globe.
 - ▶ Ideated and created HR Technology team with the only cloud technology skills in the organization, ensuring HR function kept pace with the evolution of the business and workforce. Influenced key stakeholders across HR and IT leadership, gaining support of the investment strategy.
 - ▶ Established Hasbro's first Global Mobility team, resulting in transparency into the return on the investments of key talent. Created framework to allow leaders to move critical talent quickly and effectively around the globe.

Director, HR Systems & Administration, 2008 – 2012

- **PROJECT LEADERSHIP:**
 - ▶ Spearheaded the business case to invest in an online, personalized, employee communications portal, a "one stop shop" for employee policies, paystub, and benefit information. Led the implementation including project management, system design and testing, communication and roll-out campaign.
 - ▶ Asked to take-over management of the implementation of global stock administration system for participants. Brought project back on track, received prestigious President's award bonus in recognition of accomplishment.
- **OPERATIONAL EFFICIENCY:**
 - ▶ Recognized need for a centralized HRIS team and improved processes. Influenced change throughout global senior HR leadership, and built team; resulting in improved data reliability and HR credibility within the business.
 - ▶ Created consistent HR budget and forecasting processes across human resources enabling targeted investment strategies across the function.

Compensation Consultant/Senior Analyst, 2003 – 2007

- Partnered with business leaders and HR managers on organizational design, developing employee retention strategies, recognition, benchmarking, and new hire offers.
- Managed annual global merit, bonus, and long-term incentive planning cycles; including communications to employees. Responsible for benchmarking to multiple market surveys.
- Led RFP for global compensation planning system. Partnered closely with IT and global HR stakeholders as compensation implementation lead. Create and execute system design, testing plans, training materials and roll-out strategy.

Senior Analyst/Analyst Accounts Receivable, 2001 – 2003

- Monitor, report and analyze accounts receivable balances. Including forecasts and aging reports.

Fidelity Investments, Inc.; BOSTON, MA

Fidelity Investments is a highly regarded, multinational financial services corporation.

Senior/Fund Accounting Analyst, 2000 – 2001

- Daily accounting of fund movement, NAV analysis, and other financial reporting

PROFESSIONAL DEVELOPMENT

iPEC Coaching – Accredited Coaching Certification

May 2019

Cornerstone by Willis Towers Watson – HR Executive Development program

2017

Tuck Executive Education at Dartmouth College – Leadership Development program

2010

EDUCATION

BRYANT UNIVERSITY, BACHELOR OF SCIENCE, MAJOR: FINANCE; MINOR: COMMUNICATION
UNIVERSITY OF MASSACHUSETTS, ISENBERG SCHOOL OF MANAGEMENT, PMBA