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Global Human Resources Executive Summary

An accomplished executive with proven expertise and results in collaborating, building and developing scalable global technology organizations with a focus on growth and infrastructure. A metric driven business leader with a board approved strategic roadmap for global operations with a focus on global scale, culture, HR transformation, change management, talent acquisition/management and total rewards. A strategic and innovative HR Executive who translates business vision and data into HR initiatives that improve performance, profitability, growth, and employee engagement. An empowering leader who supports organizations and top executives with a unique perspective and appreciation that human capital is every organization's greatest asset.

ETQ July 2018 – March 2019

ETQ is a TCV portfolio company, ETQ Inc. develops environmental health and safety (EHS) and ISO compliance management software. The company also provides ETQ On-Demand SaaS at the enterprise and mid-market.   ETQ is headquartered in Burlington, MA with office in Arizona, Ireland and the Middle East.

Vice President, Global People Operations

TCV purchased ETQ in 2017, I was brought into the organization to shift the employee base from New York to Boston and conduct a global change management initiative for a 20+ year old organization.

In my role, I support all levels of the organization from a tactical and strategic perspective and belong the senior management team with full participation at the board of directors' meetings.

Talent Acquisition
Strategy
Culture
Total Rewards
Global Mobility
HCM Transformation

Spinnaker Human Capital/EBS 2017 –2018

As a HR consultant, I focus on assisting emerging organizations with their greatest challenges around Total Rewards and Health and Welfare benefits.

Broker/HR Consultant

- Benefits Benchmarking
- Talent Acquisition strategist with a focus on employee value proposition and branding
- Compensation and Benefits
- On-Boarding
- Assisted with due diligence in preparation of acquisition and merger
- HR Infrastructure & Controls
- Global Mobility & Immigration
- Compliance, Process and Strategy
- Executive Coaching
- Talent Development/Succession Planning/Workforce Planning

KBACE TECHNOLOGIES, INC. 2006 – 2017

KBACE Technologies, Inc., a global SaaS, IT consulting, software technology services organization specializing in HCM/ERP cloud strategy, integration and BI software. KBACE had one of the largest reference bases of Oracle cloud applications customers in the world and is a leading Oracle Cloud partner. In my tenure, I have been the catalyst for scale globally from 50-450+ employees with its world-wide headquarters in the US and APAC headquarters in India. KBACE was acquired in 2016.

Vice President, Global People Operations & Talent Management

Strategy: As a leader, I have taken a broader view of what it means to transform HR and become a high impact HR organization. The primary goal is to formulate, develop, align and execute an HR top down action plan that aligns with the business and organizational goals. This encompasses not only improving HR processes and organizational design (OD) structure, but also looking strategically at how HR can better support business needs and create value for the organization. Often this involves the use of enabling technologies, employee engagement tools, advanced workforce planning, succession planning and metric driven analytics that provide insight into what lies ahead. It's a powerful combination to be able to drive alignment with the business, improve organizational and HR performance as well as establishing a culture that fosters adding business value.

Culture: The key factor to KBACE and the success of the business has been built on its global locations, inclusion and remote culture. The key to the success of the KBACE culture was driven through fostering innovation, empowerment, redefine metrics and goals, hiring the best and develop and foster entrepreneurial thinking.   As an organizational philosophy, guidelines are created as opposed to policy. As an organization that relied so heavily on millennium talent, it was critical to understand and retain top talent by implementing superior talent management programs with a focus on development.

Organizational Design: Organizations are composed of deliberately selected and deselected people who coordinate their efforts toward a specific goal(s). The ultimate purpose of an organization is to achieve a specific goal(s) or mission, to build and collaborate as a team. The people selected and deselected are significant in some manner that helps the organization achieve the desired goal.

Talent Acquisition & Employer Branding: As an emerging global organization, KBACE has seen organic growth in global headcount from 50 to 450+ employees with aggressive global staffing goals being integrated and met annually with a CPH below $3,000. The success of the organization has been built on the growth and selection of candidates and culture. KBACE has created and established an internal staffing "agency" philosophy to attract the passive job seekers. As an organization, we excelled at the art of performance based interviewing skills.

Diversity & Inclusion: As a technology leader, its critical to understand meeting the needs of individuals and having diversity within an organization. In addition to the standard compliance, I have integrated programs around talent strategies that are integrated with inclusion, diversity and culture. McKinsey studies show that gender diverse companies are 15% more likely to outperform their peers and ethnically-diverse companies are 35% more likely to do the same.

Business Intelligence Reporting: Collect and analyze data using KBACE software offerings KBI and KBX.   The reporting was established to determine metrics and trends based on analysis of new hires, attrition, rightsizing, re-orgs, change management and workforce planning. As a business leader, I believe in metrics as opposed to gut decisions.

Compliance Infrastructure: Develop policies with a focus on infrastructure and compliance within HIPAA, SAS 70 Type I & II, SOC I Type II, 401K Audits, 5500's, I-9 Audits, FLSA, SOX, MA Data Privacy 17.00, AAP, EEO-1/Vets 100, Oracle HRIS, ISO, GRC, Safe Harbor-EU, MEPA and data privacy compliance. *Executive sponsor: Compliance*

HR Transformation/HRIS: Responsible for the integration and functional design of the enterprise HCM system, Oracle E-Business Suite (R12.2.2) within the global HRIS functions. The delivery of weekly HR business intelligence reporting and metrics with implementation and designed of compensation (TCS), core HR, performance management, advanced benefits (OAB), self-serve (ESS/MSS), workflow and open enrollment (OAB). In addition to the day to day HRIS responsibilities, develop and report strategies on Oracles' Label Technology (multi-tenant) through the KBACE SaaS offering, Mentor.

Total Rewards & Compensation: Drive global initiatives as it relates to compensation utilizing Oracle for the creation and implementation of commission, compensation ranges, families, bands, variable compensation and pay structures using Radford.

In addition, People Operations was responsible for the allocation of the equity: phantom stock program and participant rights agreements. *Executive Sponsor: Compensation Committee.*

Total Rewards & Benefits: As a licensed Health & Welfare Insurance professional, I have a deep understanding of underwriting and discounting of health and welfare providers.   Responsible for managing the brokerage relationship with the intent to purchase, design, select and the implementation of the health and welfare benefits, wellness plans, ancillary benefits which are all delivered through Oracles' OAB tool. Over the duration of my tenure, a total cost savings in excess of $250,000+ in Health & Welfare costs and fee's. *Executive Sponsor: Health, Welfare & Retirement Committee*

Global Mobility & Immigration: Manage; develop processes and workflow for the 50+ active cases that include B, L (Blanket), H and Green cards.
In addition, establish relocation, tax equalization, compensatory tax and expatriate programs. *Executive Sponsor: Immigration & GM*

Learning & Development: Using Oracle's (OLM) learning management platform, I was able to create and design certifications for on-boarding programs that include the lifecycle of the employee and include new hire training/orientation, consulting, management, new hire management, performance management, data privacy, harassment as well as time and expense training.

Risk & Employee Relations: Manage the risk and resolution with a formal documented process while reducing liability to the organization. In my tenure, risk has been eliminated with no formal litigation or sizable settlements.

Corporate Development/M+A: As a member of the corporate development team, my responsibility included the evaluation and review of proposals to acquire KBACE. In addition, I was responsible for the delivery and management of the Human Resources and risk functions during the acquisition, due diligence and integration.

NaviSite   2005 – 2006
Reporting to the Senior Vice President of HR, NaviSite is an industry leader in SaaS application cloud based hosting services.
Director - Senior Human Resources Business Partner: Hosting, Application & Network Technology
- Member of the management team within the SaaS division
- Responsible for all areas of Human Resources within the largest division of the organization
- Aggressively grew the Professional Services division by 60% in total head count
- Managed multiple Immigration Cases H-1B and implemented the organizational H-3 Visa
- Implemented core HR initiates, compliance and policies within the organization
- Oracle 11i power user

Spinnaker Human Capital   2004 –2005

As the Principal of Spinnaker, the business was established to align with emerging start up organizations, typically VC backed who are pre-ipo, pre/post acquisition or looking for an exit strategy.   My focus was on the development and merger of talent acquisition/management, HR systems integration scoping and selection, compliance, infrastructure and culture for scalable organizations.

Independent Consultant

- Provide Human Resources consulting services to organizations based on project and organizational needs
- Talent Acquisition strategist with a focus on technology hires
- Onboarding programs
- Managed multiple clients and deliverables around all aspects of Human Resources and Culture
- Assisted with due diligence in preparation of acquisition and merger
- Core Human Resources infrastructure, succession planning, 9 box, force ranking, talent management

Excelergy Corporation   1998 –2004

As a member of the senior management team reporting to the CFO, Excelergy was a VC backed pre-ipo start-up and an industry leader in global energy and utility trading software.

Director, Global Human Resources & Staffing

- Member of the senior management team and BOD contributor directly responsible for all aspects of Human Resource
- Successfully spearheaded the staffing function, grew the organization organically by over 400%
- Primary Functions include: Annual Budgeting, Employee Relations, Succession Planning, Knowledge Management, Performance Management, Talent Management, Recruitment, Compensation, Benefits Administration, Training & Development, Immigration, Organizational Development, Compliance/Legal, Employee Activities and Internal Corporate Communication
- Managed high level employee relations issues with limited liability to the organization
- Created corporate infrastructure for an emerging VC backed organization
- Project Manager: HRIS – SI of Ultimate Software (Ulti-Pro)

Dragon Systems   1998-1998

Reporting to the Vice President of HR, Dragon was a VC backed start-up software organization acquired by Nuance.

Manager, Human Resources: Multinational Development

- Created corporate infrastructure for a pre-ipo software company
- Supported an international multi language software development group
- Worked with managers to enable multicultural groups to work on a common goal
- Employee Relations, Change Management and Organizational Development focus
- Supported the due diligence and transition of the acquisition

Giga Information Group   1995 - 1998

Reporting to the Vice President of HR, Giga was a VC backed global technical advisory services company that was acquired by Forrester Research in 1998 following a successful IPO.

Human Resources, Talent & Staffing

- Created corporate infrastructure for a pre-ipo, emerging VC backed global organization
- Recruited for all open positions
- Responsible for creating infrastructure, benefits, compensation, coaching, counseling, employee relations and organizational development
- Managed immigration
- Managed centralized staffing for an aggressive growth organization

Fidelity Investments   1994 –1995

Reporting to the Director of Human Resources, Fidelity is a financial services & investment organization.

Human Resources & Staffing Assistant

- Supported line Human Resources/Staffing Directors in day to day support

Education

Nichols College, Bachelor of Arts & Science: Industrial Psychology: Human Resources Management
NCAA Hockey & Rugby

Interests

Sailing, Off-Shore Sailing/Racing, Running, Sports, Reading (with a focus on personal/professional development)