

VANESSA BROWN

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STRATEGIC PARTNER | GLOBAL HUMAN RESOURCES LEADER | CHANGE AGENT

Aligns overall HR, talent, and workforce strategies with business objectives to position companies for growth and change.

Trusted human resources executive, key advisor, and consensus builder known for building and leading strategic HR departments and cohesive teams. Excels at propelling scalable companywide workplace initiatives to position small to mid-size organizations for high-growth, streamlining HR functions, and maximizing workflow automation. Expertise in leveraging data to drive actionable insights and influence critical business decisions. Thrives on cultivating collaborative partnerships, investing in people, and driving impactful change. Passionate about spearheading innovative HR programs to achieve a highly engaged, diverse team culture.

Leadership Value: HR Strategy & Management | Executive Leadership | Talent Strategy & Optimization | Coaching
Organizational Development & Design | Strategic HR Planning | Workforce Planning | Succession Planning
Change Management | Leadership & Professional Development | Performance & Career Management
Diversity & Inclusion | Employee Engagement | Culture Building | Team Building | Compensation & Total Rewards | HRIS

SELECT HIGHLIGHTS

- ✓ Advanced employee engagement 10%, job mobility 20% and workforce diversity 15%, through career pathing, succession planning, talent acquisition (TA) and diversity & inclusion (D&I) initiatives.
- ✓ Elevated leadership capabilities, decision-making, and business acumen by launching executive coaching and leadership programs in partnership with CEO.
- ✓ Built a strategic workforce planning model aimed to place the “right talent in the right place at the right time” to increase the company’s talent bench strength and enable new growth opportunities.
- ✓ Diminished turnover 12% by overhauling hiring, onboarding, evaluation and temp-to-perm conversion practices to ensure a positive employee experience.
- ✓ Coached and partnered with leaders on organizational design initiatives to launch new digital businesses, integrate 50+ new managers, and automate and streamline production and operational workflows.
- ✓ Cut benefits costs 10% and avoided \$1.5M in expenses, while enriching benefits and designing a new compensation & benefits strategy and structure.

CAREER PROGRESSION

Head of Global Talent Management | SKYWORKS SOLUTIONS, INC. – Woburn, MA | 2016-2019 (Aug)

Brought on to set and execute a global talent strategy for a \$4B public company that provides wireless networking solutions. Directed a 25-member team, \$2.5M budget, and talent management functions including initiatives to drive innovation, retention, growth and development. Aligned business, organizational, and leadership objectives with overall talent strategy and roadmap to enable scalable, future growth.

- Grew leadership pipeline and championed ongoing career advancement by designing a robust succession planning process, transforming leadership and professional development programs, and instituting practices and tools to enhance development and business alignment.
- Raised engagement 5%, retention 10%, and performance, through focused organizational initiatives. Incorporated and leveraged predictive analytics to retain talent and established metrics to assess the entire employee experience in order to gain actionable insights, incorporate changes, and drive continuous improvement.
- Improved performance management processes by establishing competency-based Key Standards of Performance, employee development plans, and quarterly coaching feedback to facilitate ongoing performance dialogue.
- Boosted return on investment (ROI) for learning and development (L&D) programs by addressing skill gaps, integrating new workflows, and incorporating new, streamlined process changes.

Head of Global Talent Management (Continued)

- Fostered an inclusive, diverse workforce through leadership development and talent program integration.
- Enhanced productivity and efficiency through new automation efforts and restructuring talent workflows.
- Optimized L&D delivery by executing the development and launch of a new global learning management system (LMS) for 10K employees.

Vice President, Human Resources and Organizational Development | NESN - Watertown, MA | 2006-2016

Delivered strategic leadership as an executive team member and HR leader for the \$400M regional sports network for the Boston Red Sox and Boston Bruins. Built a productive, agile culture to position the network for future growth as the company grew from 80 employees to 500. Integral in driving the progressive vision of new ownership through HR/OD strategies, organizational restructuring, and change management. Created a robust L&D strategy to upskill workforce to develop content and productions that rivaled national networks. Ensured OSHA compliance by instituting a new safety program.

- Strengthened employee engagement 10% by driving and facilitating career pathing, leadership development, employee recognition programs, leadership assessments, and employee engagement and culture surveys; leveraged results to deliver actionable insights, guide program changes, and measure progress.
- Increased retention 12%, job mobility 20% and talent bench strength and pipeline, through succession planning, career advancement, and retention initiatives to support programming expansion.
- Raised workforce diversity 15% by establishing and steering a dynamic TA strategy, protocols and partnerships, and D&I initiatives.
- Advanced employee skill sets by revitalizing performance and talent programs to assess competency levels, individual performance, and L&D needs. Established key metrics to measure outcomes and leveraged a developmental approach to manage performance.
- Instituted a compensation strategy and structure, and oversaw regular market analysis to compete in a new market.
- Led the selection and on-time implementation of new technologies including HRIS, performance management, applicant tracking (ATS), and time and attendance (T&A) systems.
- Coached ~55 executive team members and leaders throughout tenure on decision making, team dynamics, team building, performance & career management, and cultivating an inclusive culture.
- Delivered a consistent, seamless onboarding experience for all new hires by restructuring existing onboarding program.

Director of Human Resources | HEBREW COLLEGE - Newton, MA | 2002-2005

Established compliant HR operations, policies, and programs for 300 employees as the College's first HR Director. Managed recruitment, benefits administration, and training. Coached managers, resolved sensitive employee relations issues, and oversaw annual performance review process.

Early career includes roles at start-up organizations as **Principal** at BERKSHIRE GLOBAL (BG), Boston, MA and **Senior Consultant** at THE RENAISSANCE NETWORK, Boston, MA.

EDUCATION

MA in Organizational Psychology, OD Concentration | COLUMBIA UNIVERSITY - New York, NY
BA in Psychology, English Minor | UNIVERSITY OF MASSACHUSETTS (UMASS) at Dartmouth - North Dartmouth, MA

AFFILIATIONS & LEADERSHIP

Member, SHRM, NEHRA, Gartner, HCI, CTHRA, and WICT
Chairperson, Town of Carlisle's Personnel Board and **Liaison**, Finance Committee

TECHNICAL PROFICIENCIES

SAP's Success Factors; Halogen's TalentSpace; Saba Cloud's LMS; SAP's and ADP's HRIS, ATS and T&A systems