

HUMAN RESOURCES EXECUTIVE

UNLEASHING CAPABILITIES OF PEOPLE AND ORGANIZATIONS FOR GROWTH, INNOVATION AND SUCCESS

BUSINESS LEADER & TRUSTED ADVISOR—Partner with C-Suite peers to shape business strategy, bringing exceptional acumen from high-impact experience across several industries. Serve as executive advisor, coach, confidante and influencer who elevates senior team talent, cohesion and performance.

FORWARD-THINKING TALENT STRATEGIST & CHANGE CHAMPION—Envision and execute integrated, solutions that engage and retain key people, reflect best practices and align with evolving business needs. Challenge the status quo, design and lead cultural and operational transformation and create a more agile workplace. Work easily and collaboratively across functions, geographies and levels to build consensus and gain buy-in.

MERGER AND ACQUISITION EXPERT—Bring end-to-end, hands-on experience with 6 mergers in 7 years, including data-driven insights on deal evaluation and due diligence, as well as planning and leadership of organizational and program integration.

HR TEAM LEADER AND TRANSFORMER—Inspire, manage and structure teams that embrace innovative practices and deliver top performance. Identify and cultivate team members' full range of talents helping them take their contributions and value to the next level. Mobilize organizations to deliver on aggressive goals and complex global initiatives.

SELECT AREAS OF EXPERTISE

TALENT STRATEGY & MANAGEMENT - INCLUDING TALENT ACQUISITION, REWARDS, LEADERSHIP DEVELOPMENT, SUCCESSION & DIVERSITY
ORGANIZATIONAL DESIGN & WORKFORCE PLANNING | CHANGE MANAGEMENT & CULTURE SHIFT | EMPLOYEE EXPERIENCE & ENGAGEMENT
HR RESTRUCTURING | TEAM LEADERSHIP | BUDGET MANAGEMENT | OPERATIONAL EXCELLENCE

EXPERIENCE

3E GROWTH, GREATER BOSTON AREA | 2017 – PRESENT

Talent Consulting | Leadership Coaching | Executive Advising | Youth Mentoring

PRINCIPAL

Empowering people to harness opportunities for growth and success by serving as a creative thought-partner and consulting with integrated, practical and results-oriented approaches. Launched practice as part of my journey of taking a sabbatical focused on “3E” growth—to enrich, enlighten and evolve personally and professionally.

MORRISON AND FOERSTER LLP, SAN FRANCISCO, CA | 2008 – 2016

Top 25 international law firm with 2,500+ attorneys and staff in 17 offices across US, Europe and Asia; \$1B+ in annual revenue.

CHIEF HUMAN RESOURCES OFFICER

Recruited to lead people and organizational strategies in a challenging economic environment with focus on growth, profitability, culture change and operational excellence. Served on executive leadership team. Led team of 40.

- **Met aggressive talent acquisition targets**—up to 250 exceptional employees annually. Modernized and scaled technology, operations and onboarding to ensure ongoing best practices and efficiencies in recruiting and selection.
- Launched multi-faceted organizational development strategy that embedded active coaching and feedback into culture resulting in **greater collaboration, increased innovation and 10% boost in employee engagement**.
- Advanced initiative to expand business in Europe by leading HR aspects of 6-month acquisition and **integration of 65-person office in Berlin, Germany**.
- **Achieved higher performance** focusing on accountability, client service and results. Implemented crucial training and accelerated achievement of individual and team goals. Laid foundation to eliminate performance ratings.
- Actively served on the Diversity & Inclusion Committee advancing the firm's strategy through evolution of culture and HR systems. **Fed pipeline** by engaging and supporting diverse students in pursuing careers in law.
- Optimized HRIS and analytics as early adopter of Workday. Rolled out seamlessly and on budget. **Streamlined operations for faster response and better service**. Invited to serve on Workday's Customer Advisory Board (2 years).

- Restructured HR and instituted new HR Business Partner role establishing **stronger business alignment, integrated talent management and future-focused expertise with 30% fewer staff.**
- Within 4 months of hire, planned and implemented firm's first large layoff—200 attorneys and staff globally—maintaining unique, supportive culture while achieving **\$25M in annual savings.**

NOVARTIS VACCINES AND DIAGNOSTICS, CAMBRIDGE, MA | 2007 – 2008

Largest vaccine manufacturer and supplier and global leader in blood screening; 4800+ employees worldwide; \$1.5B in revenue.

DIRECTOR, GLOBAL HUMAN RESOURCES

Partnered with executive leaders to establish new division following major acquisition and headquarters relocation. Spearheaded multi-country HR and people integration to achieve growth and other strategic objectives in rapidly evolving, highly matrixed environment. Served on global HR leadership team.

- Formalized and led talent review and succession planning identifying ~50 high-potentials across functions in the US and Europe. **Retained and developed key leaders strengthening talent pipeline.**
- Drove change and integration by cultivating an entrepreneurial, diverse and results-oriented culture.
- Directed talent acquisition and onboarding to build organizational capability and bench strength that **attracted dozens of critical staff, including 5 HQ leaders,** despite market competition.

BINGHAM MCCUTCHEN LLP, BOSTON, MA | 1998 – 2006

International law firm which grew to 950+ attorneys and 1,200 staff in 11 offices across US, Europe and Asia; \$750M in revenue.

NATIONAL DIRECTOR OF HUMAN RESOURCES

Led HR during period of extreme growth and change as multiple mergers and acquisitions tripled the size of the firm. Developed vital people and culture strategies that aligned with business objectives and bolstered the transformation. Managed and professionalized team of 35.

- **Steered HR due diligence and integration through 6 M&As in 7 years** successfully combining best practices in talent, culture, benefits, compensation, HRIS and policies and ensuring day-1 readiness.
- Designed and implemented 9-month leadership coaching program for 20 high-potential partners and executive team members **enabling new capabilities to lead a larger, more complex organization.**
- Crafted series of talent management, development, and diversity and inclusion initiatives that attracted top talent from competitors, expanded skills, deepened employee engagement and enhanced firm reputation.
- Created firm's initial voluntary retirement program and directed reduction-in-force programs that right-sized the organization, produced efficiencies and saved \$2.5M.
- Repeatedly **earned "best place to work" designations** from *Fortune*, *Boston Business Journal* and other publications as the firm transitioned from a regional presence to top 50 in the country.

Prior experience includes **HR roles at HEALTHSOUTH REHABILITATION HOSPITAL and ST. CLAIR HOSPITAL.**

EDUCATION & CERTIFICATIONS

MASTER OF SCIENCE, HUMAN RESOURCES MANAGEMENT, La Roche College, Pittsburgh, PA

BACHELOR OF ARTS, COMMUNICATIONS/BUSINESS, University of Pittsburgh, Pittsburgh, PA

LEADERSHIP COACHING CERTIFICATE PROGRAM, Georgetown University, Washington, DC

HUMAN RESOURCES MANAGEMENT CERTIFICATE, University of Pittsburgh, Pittsburgh, PA

ADVANCED PROGRAM IN HR MANAGEMENT, Executive Education, UCLA Anderson School, Los Angeles, CA

SHRM CERTIFIED PROFESSIONAL (SHRM-CP), Society for Human Resource Management

CIVIC & PROFESSIONAL AFFILIATIONS

Board of Assessors, Town of Hopkinton, MA (Elected Position, 2017 – Present)

Advisory Council, Bridge Over Troubled Waters (2018 – Present)

Active Memberships: Society for Human Resource Management (SHRM); Boston Facilitators Roundtable