

GLOBAL HUMAN RESOURCES LEADER

Inclusive HR Leader and Trusted Advisor to Senior Management on strategic Human Resources issues, including organizational effectiveness, employee relations, talent management, and mergers and acquisitions. Business Partner skilled in coaching and partnering with executives on initiating and implementing strategies within various industries. Strong relationship builder experienced in leading and managing change in fast-paced, complex global matrix organizations, startup, and union environments. Proficient in Workday and PeopleSoft. Bilingual (English/Spanish).

PROFESSIONAL EXPERIENCE**EVERSOURCE ENERGY, WESTWOOD, MA****2017 – 2019**

New England's largest energy provider with ~8,000 employees. Fortune 500 and Standard & Poor's 500 energy company with several regulated subsidiaries offering retail electricity, natural gas service and water service to approximately 4 million customers in Connecticut, Massachusetts and New Hampshire. \$8.5b annual revenues in 2019.

Senior Human Resources Leader

HR Business Leader for the Electric & Gas Operations Business Unit and Strategic Partner to Business Unit President and Senior Leadership Team overseeing 3,000 multi-state employees. Managed 3 Senior HR Business Partners.

- Provided leadership, direction and tailored HR consultation on organizational design and development, talent management, performance management, and change management initiatives.
- Accelerated company vision by leading and guiding Operations leaders through People and Culture Transformation Plan resulting in a Customer-Centric culture that increased harmony between dispersed workers, productivity, and employee engagement by 20%.
- Partnered with business leaders to redesign various organizations resulting in scalable business models, development of core capabilities, a learning and development culture, a strategic talent pipeline through partnerships with local universities.
- Redesigned Workforce Planning Process, improving the 2019-20 budget process through the introduction of a 5-year growth plan implemented across the enterprise for the Workforce of the Future initiative.
- Selected to participate in the 2019 Eversource Key Talent Program, 1 of 350 employees out of 5,500.

PAREXEL INTERNATIONAL CORP., BILLERICA, MA**2014 – 2017**

Leading global biopharmaceutical services company, providing a broad range of expertise-based clinical research, consulting, medical communications, and technology solutions and services to the worldwide pharmaceutical, biotechnology, and medical device industries. 85 locations in 52 countries worldwide with ~19,000 employees and \$2.4b annual revenues in 2017.

Director, Human Resources

Global HR Business Leader and Strategic Partner to VP/Business Unit Heads overseeing Clinical Trials, Regulatory, and Corporate Information Technology (1,500 globally dispersed employees). Indirectly managed 2 HR Operations Partners.

- Responsible for all aspects of HR strategy and delivery, including organization effectiveness, design and development, talent management, succession planning, change management, building and evolving culture based on new company values.
- Partnered with assigned BU leaders on Operational Excellence and Profitability change management initiative to attract, retain, develop and engage talent in critical roles, ~\$7m+ savings achieved.
- Designed new global performance management process to align and support new people and culture strategy.
- Led clinical study recruitment project ensuring staff was in place to lead ground breaking initiative. Exceeded fill time target.
- Selected to participate in The Partnership's Class of 2017 Next Generation Executive leadership program. 1 of 5 employees out of 19,000.
- Recognized by business for numerous High-Performance Culture Awards.

INTERGEN SERVICES, INC. BURLINGTON, MA**2001 – 2013**

Global energy producer with 12 power plants in the U.S., United Kingdom, Netherlands, Australia, Mexico, and Philippines with over 1,500 global employees.

Director, Global Human Resources - U.S., Mexico, and Philippines (2008 – 2013)

Business Partner to U.S. Corporate G&A, Mexico and Philippines Operations, Maintenance and Engineering business units and globally dispersed employees. Managed 4 HR professionals located outside of the U.S. and 4 indirectly.

- Led HR Due Diligence projects for two company sales and enterprise wide downsizing initiatives. 2008: Indian development firm GMR Infrastructure (\$1.1b 50% acquisition). 2011: China Huaneng Group (\$1.2b 50% acquisition)

YVONNE ZENQUIS, SHRM-SCP

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- Led HR Integration projects for multiple acquisitions in Mexico resulting in the successful merger of two companies, creation of a single business, retention of key critical talent, and market share expansion (\$304m transaction).
- Developed Behavioral Competency Framework that created organizational value through talent differentiation.
- Chief Negotiator in Mexico Collective Bargaining resulting in 4 successfully negotiated 2-year agreements.

Director, Global Human Resources – Operations, Engineering & Maintenance (2005 – 2007)

Promoted to Director and HR Business Leader for the Global Operations Business Unit. Strategic Partner to COO and seven VP, General Managers overseeing 1,000 employees in 10 countries (U.S. UK, Netherlands, Philippines, China, Mexico, Australia, Singapore, Turkey, and Egypt). Managed 6 HR professionals located outside of the U.S. and 4 indirectly.

- Provided leadership on complex change management initiatives ensuring business alignment and compliance in 10 countries.
- Led HR Due Diligence for 2005 Shell and Bechtel company sale to Ontario Teacher's and AIG Highstar Capital II (\$2.2b sale).
- Developed Exit Strategy for the divestiture of 6 international subsidiaries (China, Hong Kong, Turkey, Egypt, Singapore and Colombia) and sale of 4 North America power plants (California, Oklahoma, Mississippi, and Texas). 250 impacted employees.
- Led Office Consolidation project resulting in 37 domestic and 28 international relocations within a 12-month period.
- Spearheaded M&A Integration initiative for 3 power plants that enabled market expansion in California and Mexico.
- Led Talent Acquisition Project that enabled timely commencement of Mexico construction phase. 46 hires within 4 months.
- Led Workday Project Team that created HR automation roadmap and implemented performance modules that reduced administrative time and cost, human error, and paper consumption.

Manager, Human Resources – Corporate G&A and North America Operations (2001 – 2004)

Strategic HR Business Partner to Corporate G&A functions and North America business units (200 Employees at multiple sites).

- Developed and implemented a broad range of U.S. benefits plans and global HR programs for all levels of the organization.
- Provided guidance to global HR team on corporate programs, global policies and procedures.
- Global Mobility and Expatriate Program Manager. Oversaw tax, immigration, visa, and year-end tax reconciliation for 70 foreign nationals in 20 countries. Localized 15 long-term foreign nationals and repatriated 25. Standardized expatriate benefits and allowances. Coached and advised management on cultural impact.

IONA TECHNOLOGIES, WALTHAM, MA

2000 – 2001

Total e-business software integration provider with 900+ employees worldwide and \$153m annual revenues in 2001.

Senior Human Resources Generalist to Professional Services and Engineering business units (200 globally dispersed employees).

GENZYME CORPORATION, FRAMINGHAM & CAMBRIDGE, MA

1994 – 2000

Global biotech company developing and marketing innovative healthcare products and services with 4,500 employees worldwide and \$752m annual revenues in 2000.

Human Resources Business Partner to Operations Manufacturing & Quality business units (450 multi-site employees).

EDUCATION / CERTIFICATIONS / MEMBERSHIPS

Northeastern University, BS, Management
Human Resource Management Certificate, Bentley College
Paralegal Certificate, American Institute for Paralegal Studies, Inc.
SHRM-SCP Certification, Society for Human Resources Management
Notary Public, Commonwealth of Massachusetts
The Partnership, Inc., The Next Generation Executive Program, Class of 2017
HR Memberships: SHRM, HRLF, NEHRA