

MICHAEL BONTEMPO

Westerly, RI 02981

401.654.9455

mbontempo1@verizon.net

www.linkedin.com/in/mbontempo

HUMAN RESOURCES EXECUTIVE

Business Partnership | Talent Management | Change Manager | Leadership Development | Global Operations

Global Human Resources Leader and trusted advisor known for developing strong leaders, organizations, and HR business partners. Recognized for collaborative and influential leadership style and sound judgment in providing multi-cultural coaching and counsel to Board and Executive Management.

Broad financial knowledge and business acumen, utilizing HR analytics to develop strategic HR initiatives aligned with business strategies. Instrumental in designing and executing strategic global expansion, resulting in positive impact to bottom line.

Global experience encompasses: North America, Central America, South America, Asia, India, Western and Eastern Europe.

**Leadership & Organizational Development | Talent Acquisition & Development | Change Management | Strategic Planning
Team Leadership / Motivation | Employee Engagement | Culture Development | Mergers & Acquisitions**

NOTABLE ACHIEVEMENTS

- Achieved significant organizational growth and culture change, resulting in 15% revenue and 9% profitability growth.
- Implemented Talent Review and Organizational / Succession Planning process, resulting in 80% ready-now successors and a leadership bench which improved ability to fill Senior Leadership positions internally.
- Improved employee engagement scores from needs improvement to outstanding utilizing leadership development and operational efficiency programs.
- Led multicultural grass roots team to identify and drive culture change, resulting in collaborative cross regional teams vs. regional clan teams.

PROFESSIONAL EXPERIENCE

BRANSON ULTRASONICS, EMERSON ELECTRIC, Danbury, CT

2014 to October, 2020

The Branson brand is known worldwide for the design, development, manufacture, and marketing of plastics joining, precision cleaning, and ultrasonic metal welding equipment. 1.8K employees, \$400M.

Vice President, Human Resources

Business and Strategic Partner to the President and Executive Leadership Team. Responsible for organizational and leadership development as well as all HR functions worldwide. Supported 42 sites in 26 countries globally.

- Transformed leadership team from siloed functional group to a fully integrated team, enabling cross-regional collaboration and manufacturing operations consolidation.
- Leveraged Talent Review and Organizational / Succession Planning process, resulting in 80% ready-now successors and a leadership bench which improved ability to fill Senior Leadership positions internally.
- Improved employee engagement scores from needs improvement to outstanding utilizing leadership development and operational efficiency programs.
- Shifted technical skills from aging workforce to next generation through structured knowledge transfer process and partnership with regional technical schools and universities.
- Designed and implemented Product Management and Business Development organizations, driving double digit growth and diversifying market segments.
- Reduced regional product proliferation and enabled multiple product launches by creating Global Engineering and Development group.
- Conducted HR due diligence for Branson and Emerson acquisitions. Integration of Branson Acquisition led to accelerated Board plan achievement.
- Part of leadership team that transformed Emerson's Leadership Development process to address rising leaders.
- Restructured Korean and Japanese organizations to foster growth and improve effectiveness.
- Led design and construction of \$60M new World Headquarters under budget and ahead of schedule.

DAVIS-STANDARD, LLC, Pawcatuck, CT**2011 to 2014***Global leader in high-performance plastic and rubber extrusion and converting systems. 1K employees globally. \$300M Private Equity Owned.***Vice President, Human Resources**

Business & Strategic Partner to the CEO and Executive Leadership Team. Fully responsible for strategic organizational growth and all Human Resources initiatives for global operations in US, Asia and Europe.

- Transformed organization from site-centric to globally matrixed organization, improving collaboration, technology standardization, procurement and productivity.
- Provided organizational focus on workforce planning through cultural competencies, talent evaluation and developmental-needs matrix.
- Built Asia-Pacific organization with a manufacturing plant startup, adding sales and aftermarket, increasing regional sales and improving customer service.
- Restructured German organization by eliminating engineering groups, reducing administrative functions and streamlining operations while improving Operating Margins and EBITDA.
- Led Human Resources due diligence for sale of company and 2 post-sale acquisitions. Successfully integrated businesses and improved operational synergies.
- Headed employee and labor relations efforts for 6 globally located manufacturing sites encompassing 3 Non-Union, 2 Union, and 1 Works Council. Led negotiations for US labor contract and German restructuring, enabling restructuring in Germany and preventing future buyers from seeing labor strife during purchase negotiations.
- Guided talent acquisition of 100+ new-top graded roles within 24 months, improving time to fill from 196 to 84 days.
- Implemented consumer-driven healthcare and wellness initiatives, reducing PEP benefit costs while improving plan design and employee satisfaction.
- Standardized policies, compensation, and benefits plans across all US sites to support growth initiatives.

KENNEY MANUFACTURING COMPANY, Warwick, RI**2008 to 2010***Global Manufacturer and distributor of Home Fashion Products. \$70M Privately Held.***Vice President, Human Resources**

Provided strategic and tactical leadership of global HR functions, supporting 600 employees worldwide in the US, Canada, Mexico, China, and Taiwan.

- Instrumental in \$5M turnaround, with 15% revenue and 9% profitability growth through company restructuring, talent management, teamwork initiatives, and goal deployment process.
- Earned Rhode Island Governor's "Innovation Award" for training and development initiatives which drove skill enhancement and cultural change.
- Implemented consumer-driven healthcare and wellness initiatives, reducing benefit costs by 4% while improving plan design and employee satisfaction.
- Improved talent acquisition and on-boarding; 70% of new hires rated above average after 90 days and time to fill reduced from 121 to 83 days.

ADDITIONAL EXPERIENCE**STANLEY BOSTITCH**, East Greenwich, RI, **Director Human Resources****THE MOORE COMPANY**, Westerly, RI, **Corporate Human Resources Manager****SANMINA CORPORATION**, Owego, NY, **Senior Manufacturing Manager; Senior Human Resources Representative****EDUCATION****Master of Science (MS)**, Human Resources Management, Rensselaer Polytechnic Institute, Troy, NY**Bachelor of Arts (BA)**, Biology, Ithaca College, Ithaca, NY**PROFESSIONAL AFFILIATIONS**

CCP, SHRM, World at Work

Invited Presenter, SHRM TriState (CT, MA, RI) Conference, 2014

Board Member, Western CT YMCA and WARM