

KATHY MCCANN, PHD

Kmccann18@gmail.com | <http://www.linkedin.com/in/kathybmccann> | (c) 508-212-3897

SUMMARY

Global business executive with strategic insight and in-depth HR leadership experience adept at translating business mission and initiatives into innovative, clear, and effective talent strategies. A hands-on, highly analytic, results-oriented leader skilled at balancing multiple priorities in complex, high growth environments.

Business Strategy: Strong business judgment, influence, teambuilding, leadership and integrity; persuasive with a very analytical approach. Proven ability to establish HR vision and strategy and implement programs, policies and initiatives that advance mission and culture.

Trusted Advisor: Established confidant with advisory relationships around business decisions, people and organizational issues at the executive level. Serves as a sounding board and problem solver, contributing and challenging ideas, providing credible counsel on the implications of decisions, actions, and options, and facilitating change, across multiple business models and cultures.

Relationship Building: A relationship builder capable of rapidly building strong, effective, and trusted relationships and networks at all levels in the organization. Highly skilled in critical thinking, influencing and consensus building among stakeholders through creative thinking and the ability to collaborate and explore differences.

Creative Problem Solving: Experienced at driving business strategies through creative human resource processes. Led roll out of new talent metrics to allow analysis among the US and 17 distinct organizations across 29 countries with highly varied cultures and regulatory challenges.

EXPERIENCE

COMMONWEALTH CARE ALLIANCE, BOSTON, MA

Nonprofit care delivery system, both a direct care provider and a health plan, committed to providing integrated healthcare and related social support services for adults with complex needs. High Growth Company: over two years grew employee size from 700 to 1,300 while revenues and clients more than doubled.

Chief Human Resources Officer

2017 – 2019

Pivotal role to reshape HR department in a rapidly growing company. Oversaw compensation & benefits, employee engagement, organizational development & learning, technical training, talent acquisition, HR business support operations, change management, HRIS, facilities and real estate. Chair, Retirement Plan Oversight Committee. Liaison, Board of Directors. Selected accomplishments include:

- Developed and implemented new earned time off program resulting in the immediate reduction of annual liabilities of \$1.3M while retaining highly competitive practices with above market benefits.
- Developed governance model for Compensation Committee.
- Implemented new HRIS technology and processes.
- Established first Occupational Health & Safety department.

- Launched first ever Employee Engagement Survey with over 90% participation rate and resulting in the creation of various employee-managed committees to create action plans
- Managed full suite of Health & Welfare benefits, providing programs significantly above market practices, introduced enhanced benefits, while maintaining 0% employee paid premiums year over year.

LIBERTY MUTUAL INSURANCE, BOSTON, MA

1993 – 2014

American diversified global insurer and the second-largest property and casualty insurer in the United States. Ranked 76th on the Fortune 100 list with 50,000+ employees and \$39B in revenue.

VP, Strategic Workforce Planning & HR Analytics (2012 – 2014)

Transformative role to reshape a strategic approach to harness and leverage human capital data. Sourced, managed and directed data scientists to explore internal and external sources of big data to monitor and evaluate full spectrum of talent processes. Oversaw 18 staff members including doctors of social sciences, actuaries, statisticians, and computational programmers.

- Authored the research agenda for human capital data. Oversaw the development and validation of predictive models to proactively address opportunities and challenges utilizing internal and external sources of people and business data.
- Improved governance, administration and analysis for employee climate and engagement surveys resulting in actionable plans for managers and a savings of over 40% for employee surveys and analysis.
- Analyzed trends to inform and shape significant initiatives: Diversity & Inclusion; talent mobility; high potential identification and outcomes; complex analysis of employee benefit valuation to inform benefit and compensation program development; developed data driven narratives for senior most executive team and the board of directors.

VP, International Human Resources & Administration (2006 – 2012)

Reported directly to President, established the human resources strategy for rapidly growing multinational business; double digit growth year over year/\$9B in revenue.

- Developed and modernized architecture to manage all facets of Human Resources across 29 countries and 17,000+ employees including acquisitions, greenfield operations, and complex multinational businesses spanning Asia, Eastern and Western Europe, and Latin America.
- Effectively negotiated significant and wide-reaching changes to international executive compensation and benefits with over 86% participant approval.
- Innovatively addressed challenges posed by both mature and emerging markets and constantly shifting economic and political environments.
- Provided consulting expertise across full discipline of programs/processes including performance management, compensation, executive benefits, global talent mobility & expatriates, management development, high potential identification/development, and organizational design.
- Aligned HRIS across countries in key regions reducing expenses by over 30% and improving quality and accuracy.
- Developed a highly integrated approach to bridge and align disparate talent practices across and within country operations which included establishing standards and governance for critical talent strategies.
- Identified and developed approaches for benefits harmonization within a highly matrixed business model, including analysis of benefit transfer and understanding the consequences of a globally mobile workforce across differing labor requirements and cultural norms.

AVP, HR Development & Corporate Legal (2004 – 2006)
Manager, Commercial Markets Workforce Development (2003 - 2004)
Manager, Human Resources – Specialty Risks (2001 - 2003)
Account Executive, HR Development (1999 - 2001)
Manager, Training & Development (1996 – 1999)
Director, Performance Technology (1994 – 1996)
Senior Researcher (1993 – 1994)

BOARD MEMBERSHIP

Senior Human Resources Network, Board Member (2016 – 2019)
Mayflower Portuguese Water Dog Club (membership chair)

EDUCATION

B.S., M.S., Ph.D., Psychology, Behavioral/Organizational Concentration, University of
Massachusetts, Amherst, MA