

JEANNE M. COREY

Westwood, MA 02090

(508) 333-4610

jeanne@coreyconsulting.com

SENIOR HUMAN RESOURCES EXECUTIVE

Successful Human Resources Leader with extensive experience in building winning human resources organizations and Leadership Teams from the ground up. Core competencies in:

- **Talent Management & Development:** Build talented, high-performing teams at all levels of the organization. Core expertise in evaluating current and future needs of the business, including workforce planning. Recognized for unique ability to identify and develop talent. Expertise in integrating succession planning and performance management into talent management plans.
- **Change Management:** Extensive background in leading all types of change initiatives including M&A's, re-organizations, new strategy deployment, restructuring and global ERP implementations. Led development of change management strategy encompassing: employee communications, employee feedback loops, stakeholder assessments, resistance management and training.
- **Generalist Background:** Experienced HR generalist / business partner for 15+ years, thoroughly versed in setting strategies and implementing/refining processes for talent acquisition, performance management, workforce planning, succession planning, compensation (including sales compensation), benefits negotiation, employee and leadership development, engagement, internal communications and employee relations.

PROFESSIONAL EXPERIENCE

Corey Consulting, Westwood, MA 2015 – present
Corey Consulting is a full-service HR Consulting firm that helps small to medium sized organizations achieve their human resources goals.

President

- Coach & consultant to several organizations, providing full range of HR support, including: coaching, reorganizations, change management, succession planning, performance management, compliance audits, recruitment, benefits, investigations and affirmative action compliance.

NECCO, Revere, MA 2015 – 2018
The New England Confectionery Company was a private equity backed Consumer Products company. We marketed and manufactured Necco Wafers, Necco Conversation Hearts, Mary Jane, Sky Bar, Clark Bar, Candy Button and Haviland brands.

Vice President, Human Resources

- Business partner and coach to CEO and Leadership Team, providing full range of human resources support to the organization. Part of turn-around/transformation of the company and HR organization. Rebuilt the HR organization and upgraded the HR processes and systems to ensure legal compliance and best practices are in place.
- Led significant hiring of both salaried and hourly employees; doubled employee base from 300 to 600 employees during the busy season. Reduced cost of hire by 75% by bringing recruiting in-house while increasing speed and quality of hire.
- Spearheaded review and evaluation of existing compensation and benefit practices; created and implemented new compensation structure, refined organizational structure and evaluated all jobs; developed plans to accelerate compensation where warranted based on potential, performance and position in the market while balancing budget requirements. Designed and developed bonus plans and structure to accelerate business performance and realigned employees. Renegotiated benefit plans, avoiding 9% increase over two years.

- Developed and implemented performance management and succession planning processes to drive alignment with the business goals and ensure the talent pipeline consistent with those goals.
- Led employee communications and culture initiatives, including hosting several focus groups/task forces to improve employee engagement.

PHILIPS, Framingham, MA

2011 – 2014

The Lifeline division is a division of Philips Healthcare that provides 24/7 life critical medical alert of the elderly for 700,000 subscribers in the US, Canada, Japan.

Senior Director, Human Resources (2013 – 2014)

Director, Human Resources (2011 – 2012)

- Business partner to SVP/General Manager of full P&L as well as to the Leadership Team during a period of significant change to the business strategy & organizational design; selected for exclusive high potential leadership program at Center for Creative Leadership
- Leader of the Talent & Culture Council, created strategies, tactics and communication plans to ensure the right capabilities in the right areas, retain high potential talent, and drive culture change, increase business transformation adoption and buy-in
- Improved employee engagement via increased internal communications and innovative program to break down barriers between the leadership team and high potential middle managers; drove alignment on new strategy and expectations of leaders at all levels

CAREGIVER, FOR MY TERMINALLY ILL FATHER

2010 -- 2011

AVERY DENNISON, Framingham, MA

2001 – 2009

The Retail Information Services division is a \$1.6B manufacturer of tags, tickets, printers and a web-enabled product for the retail supply chain. The division is comprised of three business units with a total of 20,000 employees in more than 40 countries worldwide.

Vice President, Human Resources (2005 – 2009)

Director, Human Resources (2001 – 2005)

Reported directly to the Group Vice President for the \$1.6B division. Responsible for the worldwide Human Resources business partnering, strategy and leadership, including organizational development, strategic staffing, succession planning and performance management. Oversaw a global HR department of 180 people with an annual budget of \$20+M.

- Helped grow the business from \$350M with 2,400 employees to \$1.6B with 20,000+ employees in seven years. Located in more than 40 countries. Worked with leadership to develop business strategy, prioritize initiatives and align resources.
- Integrated the acquisition of three global public and private companies (revenues of \$900M, \$200M & \$200M respectively). Re-designed new organization to capitalize on strengths of existing and newly acquired employees. Developed change management strategy, focusing on communication, resistance management and definition of the newly combined culture. Conducted monthly internet-based “pulse check” survey of 20% of the organization to assess the progress of an integration, as well as identify the concerns of the employees. Increased positive response to the acquisition to more than 95% of representative employees. Converted all employees to Avery Dennison payroll system and benefits.
- Drove alignment and accountability throughout the organization by implementing the first market-based pay system for all exempt US employees, as well as the first performance management system for all global employees.
- Created the first human resources organization for the division. Developed the global human resources strategy and hired first professional HR business partners in US, Europe & Asia. Worked with Avery Dennison HR Leadership team to design and implement Centers of Excellence for Compensation, Benefits, Staffing and Training in the US, Europe and Asia.

HONEYWELL CONSUMER PRODUCTS, Southborough, MA 1997 – 2001
\$350M division of Honeywell, Inc. Manufacturer of fans, heaters, air purifiers.

Human Resources Director

Provided leadership for all HR generalist activities in Southborough, MA Headquarters, and the TN Distribution Center and Manufacturing Facility

- Worked with the President to assess the organizational capabilities and to align talent with the business strategies. Put together an extensive top talent identification and development plan, succession planning, and retention risk analysis.
- Conducted a Learning/Training needs analysis for the division by conducting surveys, interviews and focus groups. Designed Learning and Development strategy and implemented an integrated program. Developed an internal marketing plan to promote learning and implemented metrics. Developed and conducted training in the following areas: Leadership, Performance Management, Sexual Harassment, Coaching, Career Banding and a customized onboarding program.
- Led the fastest payroll conversion project within Honeywell; integrated payroll, benefits and HR systems onto Honeywell's PeopleSoft system. Extensively involved in negotiating benefits programs.
- Converted the division to a Career Banding structure and conducted salary surveys annually to assure competitive pay practices.

SPINCYCLE, INC., Chicago, IL 1996 – 1997
Start-up business of national coin laundry chain; Head Quarters based in Minnesota

Director of Human Resources

- Designed, managed and implemented Human Resources function for this start-up company; responsible for employee relations, staffing, training; Recruited, hired and trained over 200 exempt and non-exempt employees

MONTGOMERY WARD, Chicago, IL 1991– 1996
Mass Market Retailer with Corporate Offices based in Chicago, IL

Regional Human Resources Manager, Chicago, IL (1996)

Assistant Territory Human Resources Manager, Chicago, IL (1994 – 1996)

Assistant Regional Human Resources Manager, Detroit, MI (1993 – 1994)

Department Manager, Poughkeepsie, NY (1992 – 1993)

Human Resources Manager, Poughkeepsie, NY (1991 – 1992)

EDUCATION

BABSON COLLEGE, *F.W. Olin Graduate School of Management*, Wellesley, MA
MBA, GPA of 3.6/4.0 Magna Cum Laude

TUFTS UNIVERSITY, Medford, MA

BA History, Certification to teach High School History

OTHER

Senior Professional in Human Resources (SPHR) Certification

Human Resources Leadership Forum (HRLF) – Sponsorship Committee

Metrowest Chamber of Commerce, **Board of Directors**, 2014 - 2015