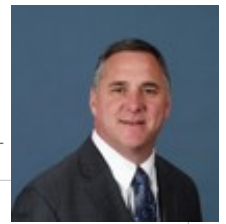




Mike Cassani...



Executive Summary

Experienced and innovative Human Resources Executive with a business focused approach, who consistently delivers tangible business outcomes. Recognized for adept leadership, effective communication skills, and problem-solving abilities. Accepted as a persuasive, results-oriented leader and mentor, proficient in team building, execution, and driving organizational change across all levels.

Chief Human Resources Officer | Chief People Officer

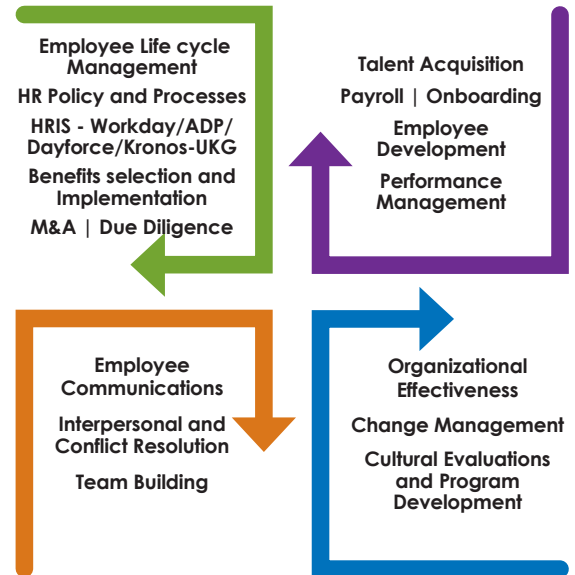
My Strengths...

- **Business-focused HR leader** who supports the needs of the business by working with the team to build high-performing organizations through coaching/leadership development, talent acquisition, and organizational effectiveness and design.
- **A valued member of executive teams**, know to "see around corners" and anticipate future needs . Experience building new and enhancing existing HR functions across multiple industries and navigating varying and transitional ownerships during critical inflection points.
- **Skilled in establishing foundational HR strategies** to support business growth objectives and transforming HR into a value-add, key organizational function.
- **Quick to identify and implement solutions** that ensure low risk, high yield outcomes in business process and operations.
- **Works to understand the business** and apply deep subject matter knowledge, strategic thinking, and executive acumen with proactive approach.
- **Operational mentality** to support solid HR solutions that meet the needs of the organization

Executive Expertise...



Driving Corporate Value



SELECT ACCOMPLISHMENTS

Led Employee engagement programs, and full cycle talent planning in support of 1500 Employee base - Increasing Engagement scores and avg. of 8% YoY.

Developed Performance Dimensions for 80+ critical roles in Engineering and Finance team resulting in improved career path and employee satisfaction with a 40% increase in Internal Promotions

M&A HR point for multiple acquisitions and team integrations

Change Mgmt. Responsible for strategic planning and communications during critical Carve out transition for multi site manufacturing Co.

