

# CHRISTINA THOMAS WYMAN, M.A., PHR, CPCC

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## STRATEGIC GLOBAL SENIOR HR LEADER | HEAD OF PEOPLE & CULTURE

Strategic and trusted **Human Resources Leader** with over 20 years of experience leading HR functions and global teams. Recognized for building high-performing, employee-centric organizations and aligning HR and business strategies to drive results. Expertise in talent management, culture transformation, and organizational development to support sustainable growth and enhance employee engagement. Proven advisor to C-suite leaders, with a track record of designing and executing HR systems that navigate key organizational inflection points—rapid growth, scaling, downsizing, acquisitions, mergers, and leadership transitions. Known for forging strong partnerships across all levels and adapting to diverse leadership styles. Broad industry experience with ability to operate both strategically and hands-on.

### KEY ACCOMPLISHMENTS

**Change Management & Culture** ■ Led enterprise-wide change management initiatives at Genzyme through multiple acquisitions. Facilitated cross-functional team integration and guided organizations through complex transitions.

**Organizational Development** ■ Led major organizational design and strategic planning initiatives during high growth periods. Defined mission, vision, and values, and created a structural roadmap to support change, growth, and long-term success.

**Executive & Leadership Development** ■ Designed and implemented global, multi-tier development programs for individual contributors, managers, and leaders in collaboration with affiliates in Europe, Asia, and Latin America.

**Talent Management & Succession Planning** ■ Led the company's succession planning process. Developed a customized leadership competency model and created individual development plans for high-potential talent. Revamped recruiting processes, launched employer and branding initiatives. Recruited and on-boarded an entirely new senior leadership team. Oversaw CEO transition, Officer exits, and onboarding of new Officers.

**Total Rewards & HRIS** ■ Implemented Workday globally. Managed executive compensation, revised sales compensation plans annually, and redesigned salary and equity planning processes. Served as the HR representative on the Board's Compensation Committee.

### PROFESSIONAL EXPERIENCE

#### AXCELIS TECHNOLOGIES, Beverly, MA

*Vice President, Head of Human Resources*

*Senior Director, Human Resources*

*Director, Human Resources*

*April 2023- April 2025*

*March 2022-March 2023*

*April 2020- March 2022*

Led global HR team of twenty-five employees with seven (7) direct reports. Oversaw all HR functions, including talent acquisition and development, employee relations, performance management, compensation, HR Technology, and compliance with labor laws. Instrumental in shaping company culture, driving employee engagement, and fostering a productive and inclusive workplace.

- **Strategic HR Leadership:** Developed and implemented comprehensive HR strategies to drive performance, employee experience, engagement, and company culture. Developed annual strategic planning process for HR department.
- **Executive and Board:** Advised and coached CEO and C-Suite executives, developed and presented Board material, including equity and executive compensation material for Compensation Committee.
- **Culture, Organizational Development & Change Management:** Led corporate wide company purpose, vision, mission, values, employee engagement, and change management initiatives that fostered organizational agility and resilience, supported scalable growth and drove a high-performance culture. Championed DEI initiatives to promote a diverse and inclusive workplace; created council, charter, ERG's and ongoing practices.
- **Talent Acquisition & Management:** Spearheaded talent acquisition during a period of rapid growth resulting in over 700 hires in three (3) years. Oversaw onboarding, and retention strategies, ensuring the organization attracted, developed, and retained top talent for key positions. Enhanced co-op and internship programs. Launched branding

campaign and recruiting efforts. Directed talent management and succession processes.

- **Executive Coaching & Leadership Development:** Partnered with executive team to provide coaching and development, cultivating a culture of continuous learning. Implemented LinkedIn Learning, global Axcelis Management Development Program, and corporate Learning Management System (LMS).
- **Employee Experience, Relations & Compliance:** Led enterprise Employee Engagement project to elevate employee experience. Managed complex employee relations and ensured compliance with employment laws and regulations, maintaining a fair and ethical workplace environment. Guided organization through Covid 19 pandemic by implementing hybrid work models.
- **Compensation & Benefits Strategy:** Designed market competitive compensation and benefits framework to attract and retain top talent while aligning with budgetary goals and market trends.
- **Performance Management:** Established and rolled out a new performance management system including manager and employee training, which encouraged accountability and recognized high performers.
- **Human Capital Management/HRIS:** Orchestrated the digital transformation of HR by implementing Workday globally to empower employees and managers, drive efficiency, and improve employee experience and data accuracy.
- **Workforce Planning:** Navigated the organization through workforce restricting, including reductions in force measures, retirement programs, and cost optimization initiatives.
- **HR Metrics & Analytics:** Developed and refined leadership and Board dashboards to assess HR program effectiveness, support strategic decision-making, and ensure alignment with business goals.

#### **AKEBIA, Cambridge, MA**

##### **Senior Business Partner, Human Resources**

**July 2019-March 2020**

Strategic HRBP supporting Commercial Business Unit, trusted advisor to Senior Leadership Team.

- Managed all HR activities for commercial organization, including supporting Business Unit Leadership, talent and succession planning, performance management, talent acquisition, employee relations, compensation, and sales incentives.
- Rolled out Leadership and Culture initiative during corporate merger including leadership assessments, change management training and coaching.

#### **MILLIPORE SIGMA/EMD SERONO, Burlington, MA**

##### **Head, Talent, Learning and Development, The Americas, Human Resources**

**July 2017-June 2019**

Managed global talent and learning team in North and South America.

- Developed talent and learning strategy for The Americas region of over 70 sites to enable business strategies.
- Member of the US Country Council, the governing HR body for US region.
- Implemented Global Development Programs to build and develop leadership pipelines.

#### **VERTEX PHARMACEUTICALS, Boston, MA**

##### **Director, Global Talent and Organizational Development, Human Resources**

**September 2015-June 2017**

Designed and developed global leadership, management, and all employee career/professional development programs.

Managed Global Organizational Leadership Development team.

- Created the long-term vision and strategy for Global Talent, Leadership, and Organizational Development
- Collaborated with key stakeholders to design and implement the Vertex Manager program.
- Designed and implemented the Vertex Leadership Model for Senior Leaders.
- Built leadership capabilities by consulting, designing, and delivering organizational development interventions.
- Established global talent management strategy and philosophy to ensure development of high potentials.

#### **SANOFI GENZYME, Cambridge, MA**

**Sanofi's acquisition of Genzyme occurred in April 2011. Roles listed below reflect positions held with Genzyme (when wholly owned), Sanofi Genzyme (as a division of the parent company Sanofi), or as a corporate role with Sanofi.**

##### **Associate Director, Commercial Learning and Development**

**February 2013 – August 2015**

As a member of the Rare Disease Business Unit U.S. Management Team, led the United States division in the development and implementation of the commercial effectiveness and learning strategy for Sales, Marketing, Customer Operations, Medical Affairs, Reimbursement, Patient Education Liaisons, and Commercial Operations for a 600-million-dollar specialty

therapeutic and genetic business.

- Served as strategic advisor to senior leaders, providing on-going coaching, feedback, and facilitation including strategic planning, product and disease training, commercial effectiveness, team building, and leadership development.
- Collaborated with Commercial Leadership Teams to execute leadership development programs.
- Built a new talent management process including functional competency models, used for succession planning.
- Developed and implemented on-boarding, certificate, and learning programs, including a comprehensive multi-phase, on-boarding program for new hires across the commercial business. Conducted learning needs assessments.

**Senior Leadership Development and Organizational Consultant, Human Resources April 2011- January 2013**

Led Organizational and Leadership Development and Change Management initiatives throughout Sanofi's commercial business units and in Genzyme's Global Rare Diseases, Multiple Sclerosis, Cardiovascular, Biosurgery and Renal Business Units.

- Conducted integration and change management initiatives to facilitate organizational effectiveness, accelerate change, and drive employee engagement during large scale corporate-wide change process due to acquisitions.

**GENZYME CORPORATION (later Sanofi), Cambridge, MA**

**Leadership and Organizational Development Consultant, Human Resources January 2006- February 2011**

- **Organizational Change/Organizational Development:** Designed Leadership Perspectives, a Global Leadership Development Program for senior leaders. Consulted with senior level executives to develop processes for retaining high-potential employees through talent management, succession planning, career development, and development planning. Coached senior executives in 360 Leadership Assessments. Partnered with corporate business units and functional areas to conduct organizational needs assessments, individual development assessments, training, SWOT analysis, and facilitated senior management meetings. Engaged as lead facilitator for team interventions and effectiveness, strategic planning, and organizational design.
- **Talent Management:** Launched the design and implementation of corporate wide strategic talent management initiatives. Conducted succession planning and talent review sessions with senior leaders.
- **Coaching Services:** Coached leaders and managers in performance management, leadership, and career development resulting in the creation of individual development plans. Conducted New Leader Assimilations for senior leaders.
- **Training and Development:** Responsible for the design and implementation of Leadership and Management Development programs servicing over 12,000 global employees, launching over 60 course offerings, and delivering 200+ annual program sessions. Managed a \$300K annual training budget with over thirty vendors and external facilitator cadre. Led and managed Management Development Program – delivered to 1000+ managers.

## EDUCATION

**Chief Human Resources Office Program**, Wharton Aresty Institute of Executive Education, University of Pennsylvania, Philadelphia, PA (In-progress)

**MA, Organizational Psychology**, William James College, Boston, MA

**BA, Political Science**, Economics (Minor), Gordon College, Wenham, MA

**Executive Leadership Development Program**, Human Resources Leadership Forum (HRLF)

**Dave Ulrich HR Academy**, The RBL Group

## CERTIFICATION / ASSESSMENTS

Bar-On Emotional Intelligence Indicator and EQI 360 ■ Blessing White: Helping Others Succeed (HOS) and Managing Personal Growth (MPG) ■ Center for Creative Leadership (CCL) 360 Degree Assessment Suite ■ Certified Professional Co-Active Coach (CPCC), Coaches Training Institute ■ Development Dimensions International (DDI), Developing Extraordinary Facilitators ■ FIRO-B (Fundamental Interpersonal Relations Orientation) ■ Hogan Leadership Assessments ■ Kirkpatrick Four Levels Evaluation Certification Program, Kirkpatrick Partners ■ Leadership Effective Analysis 360, Management Resource Group ■ Lominger Leadership Architect Competency Modeling (Korn Ferry) ■ Love Em or Lose Em (Career Systems International, A Beverly Kaye Company) ■ Myers-Briggs Type Indicator (MBTI) ■ Insights Discovery Tool, and Strong Interest Inventory ■ PROSCI Change Management Certification

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**AFFILIATION / MEMBERSHIPS**

Human Resources Leadership Forum (HRLF) ■ Life Sciences Trainers Network (LTEN) ■ Northeast Human Resources Association (NEHRA) ■ Society for Human Resources Professionals (SHRM) ■ World at Work ■ Gartner ■ i4CP

**COMMUNITY AND VOLUNTEER ENGAGEMENTS**

**Board Chair**, Community Giving Tree, Boxford and Lawrence, MA

**Mentor**, Healthcare Women's Business Association (HBA)

**Coach**, Coaching for Leadership and Teamwork Program (CLTP), Babson College, Wellesley, MA

**Executive Coach, Field Placement Supervisor, and President's Advisory Board**, William James College, Waltham, MA

**Management Consultant**, Museum of Science, Boston, MA

**Organizational Development Consultant**, Lynch Van Otterloo YMCA, Marblehead, MA

**Steering Committee Chair**, New Talent Management Network, Boston Chapter