

## **William M. Queenan**

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### **HUMAN RESOURCES EXECUTIVE**

Experienced, driven, business oriented Human Resources professional with a demonstrated record of accomplishment of impacting outcomes through aligning HR solutions with business objectives in complex, rapidly changing environments. Successful experience with all forms of organizational change including integration of new business teams, acquisitions, reorganizations, divestitures, and globalization. Able to effectively communicate, coach, and influence at all levels of an organization. Excel in providing both formal and informal leadership with Human Resources colleagues and staff.

### **AREAS OF EXPERTISE**

Business Consulting | Performance Management | Change Management | Employee Relations | Organization Design | Compensation | Mergers and Acquisition | Project Management | Leadership and Team Development | Talent Acquisition | Strategic HR Planning | Succession Planning | Diversity Equity & Inclusion (DEI) | Total Rewards

### **PROFESSIONAL EXPERIENCE**

#### **Argo Group (New York, NY)**

**April 2013 – May 2014, July 2020 - April 2025**

A specialty insurer with \$1B in annual premium and a wholly owned subsidiary of Brookfield Wealth Solutions

#### **Head of Human Resources, November 2022 - Present**

#### **Head of Talent, August 2022 - November 2023**

#### **Talent Leader, Corporate Functions, July 2020 - August 2022**

Oversaw all Human Resources and Property Services functions in alignment with the organization's strategic priorities

- Led project involving roughly 20 staff across Argo, American National and Brookfield to align HR best practices resulting in 800 employees being added to Argo's HR infrastructure and \$3m in consolidated expense savings.
- Managed HR related activities involved with close of Brookfield's purchase of Argo in November of 2023.
- Drove enterprise-wide policies and programs such as Flexible Workplace/Return to Office, Culture and Values campaign, Accountability (Expense) Planning, Employee Wellness, etc.
- Collaborated with leadership and HR colleagues on retention and engagement which resulted in a 3% improvement in engagement while the company awaited the outcome of a strategic review process in 2023.
- Modified Argo's Long Term Incentive Plan to align with Brookfield's strategy of fewer participants at higher levels of incentives and longer vesting timelines

#### **Director, Human Resources - Commercial Specialty, April 2013 – May 2014**

Provided business partner consulting to Commercial Specialty division to deploy HR solutions in alignment with business objectives.

- Coordinated and delivered holistic generalist support of client groups in areas such as Talent Management, Employee Relations, Compensation, Change Management, etc.
- Contributed to the development and execution of key corporate HR initiatives such as Succession Planning and Performance Management.

#### **State Street Corporation (Boston, MA)**

**May 2014 – July 2020**

A global financial services firm with 33 trillion in assets under custody and over 35K employees

#### **Vice President, Human Resources Business Partner**

Led business partner staff and virtual team of centers of excellence staff to provide Human Resources consulting and solutions for the Global Services division, with 5k employees generating \$3B in revenue.

- Provided enhanced consulting to senior leadership by connecting corporate programs such as succession planning/talent review, diversity and inclusion, and the annual compensation process.

- Co-led “Culture Activation” project aimed at identifying and reinforcing behaviors that supported business transformation.
- Supported low-cost location strategy and created a “redeployment” program to reassign impacted employees.
- Managed all HR aspects of business transactions, including lift-outs and divestitures.

**OneBeacon Insurance (Canton, MA)****September 1997 – December 2012**

A specialty property and casualty insurer with \$1B in annual premiums and 1200 employees.

**Human Resources Director, 2008 - 2012****Senior Human Resources Consultant, 2002 - 2007****Human Resources Consultant, 1997 - 2002**

Partnered with senior management on executing business development initiatives including business startups, acquisitions, and divestitures resulting in an evolution from 3 businesses with 250 employees generating \$400M in premium to 8 businesses with 500 employees generating \$1B in premium.

- Established and executed retention strategies for Discontinued Operations unit to control attrition leading to voluntary turnover of 1.8% during a phase when planned involuntary reductions reduced staff by 42%.
- Advised Specialty Business Division and corporate functional clients on a full range of complex organizational development and employee relations issues such as office consolidations and reorganizations resulting in increased efficiencies and reduced expenses.
- Drove a pay-for-performance environment by consulting with business partners on base pay and variable incentive decision performance management, and compensation differentiation.
- Collaborated with internal recruiting team to drive talent acquisition for client groups.
- Led corporate project teams to develop and implement company-wide initiatives in areas such as RIF Management, Talent Management, Metrics, and compliance.
- Selected and mentored HR Generalist staff to maximize their impact to internal clients.

**EDUCATION****Master of Business Administration (MBA)**

Suffolk University - Sawyer School of Business (Boston, MA)

**Bachelor of Science (BS), Business**

Babson College (Wellesley, MA)

Presented Rudolph A. Johnson Award for top graduating Management Student

**CERTIFICATION****Senior Professional in Human Resources (SPHR)**

HRCI June 2025