

MARK L. MELANSON

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GLOBAL HUMAN RESOURCES EXECUTIVE

Strategic Human Resources Leader with extensive global experience across a broad spectrum of Financial Services businesses at General Electric. Counsel to CEO's, collaborative Partner to leadership teams, sought-after Coach for top talent, and inspirational Builder of strong HR teams.

Problem Solver – Leverages foundational Finance background in data analysis and critical thinking with deep functional Human Resources experience through business cycles to influence strategic decisions and execute supporting human capital actions.

Trusted Advisor - Balanced advocate who listens actively, coaches proactively, and communicates transparently. Valued for sound judgment, approachability, and optimism.

Culture Shaper - Servant leader with high degrees of integrity, accountability, empathy, and humility that resonates with teams and builds credibility. Visible leader/ally in diversity, equity, and inclusion efforts.

Team Builder - Exceptional people leader skills - attracts and develops great talent by building personal connections that drive discretionary effort. Ensures linkage of individual goals to business strategy is well understood at all levels.

PROFESSIONAL EXPERIENCE

GENERAL ELECTRIC COMPANY

1989 – 2020

ENERGY FINANCIAL SERVICES

Managing Director, Human Resources

Norwalk, CT (2012 - 2020)

Human Resources Leader for \$12B global business providing equity and debt project finance support to GE Power/Renewables businesses, enabling increased industrial orders. Led business through growth and restructuring cycles, demonstrating agility, candor and sensitivity; intensified efforts to drive employee engagement and maintain culture in recent contraction.

- Drove all strategic people leadership, including organizational design, succession planning, performance management, compensation, employee engagement, coaching and culture. Strong partner to regional/local HRBP's.
- Successfully integrated three new CEO's with unique styles, strengths, and development needs, designing formal and informal plans to build relationships with key internal/external stakeholders and speed acclimation.
- Designed and built de novo Global Markets business to enhance Industrial support mandate in developing regions; staffed 150+ FTE's in niche talent segment across 4 global hubs and 20+ countries. Increased turbine orders by \$3.5B+ annually.
- Led proactive and retentive culture initiatives including Employee Surveys, Inclusive Leadership, Sexual Harassment Prevention, and Speed Coaching; sponsor/ally for Affinity groups.
- Executed 24-month restructure in response to Industrial cost challenges and Long-Term Care reserve issues; led sale of \$2.6B Debt platform/team to Starwood; supported efforts to create fund-type financing structure to purchase \$2.5B of equity assets; ultimately lowered asset base 80% and FTE's 60% to drive \$100MM SG&A savings, while improving engagement survey scores in every category (+16% avg.) and reducing resignations (55%).
- Undertook regular upward feedback sessions with direct reports and facilitated similar sessions for CEO & SLT peers to demonstrate personal accountability while enhancing connection and trust.

COMMERCIAL REAL ESTATE

Sr. HR Manager – North America Lending

Norwalk, CT (2009-2012)

Sr. HR Manager – Centers of Excellence

Norwalk, CT (2008-2009)

HR Manager – North America Equity

Stamford, CT (2005-2007)

Held several roles of increasing responsibility at this \$50B global business providing debt financing for commercial real estate transactions while also investing equity strategically in the sector.

- Lending – HR executive with team of ten leading largest Real Estate segment (\$20B+ NEA's/1,400 FTE's) during height of financial crisis; drove multiple strategic disposition efforts (Business Property - \$5.3B/120 FTE's; InterPark -

\$0.9B/770 FTE's) while maintaining strong terms/conditions supporting employees; converted stand-alone benefits platform at acquired business saving \$2MM and maintaining morale; received 2012 President's Award for Inclusiveness for improving employee survey results in difficult environment (78% engagement score; improved 10/11 categories).

- COE – Key client leader supporting seven company Officers in functional senior leadership team roles. Direct support of 300+ US FTE's and shared support of P&L functional teams. In first four months navigated steep learning curve to lead 20+ annual talent reviews at RE, Capital and Corporate levels to strong feedback while also covering previous role and maternity LOA; responded to emerging financial crisis by executing several restructuring projects.
- Equity – HR leader for US Equity (\$2.7B NEA/120 FTE) and Mexico (\$4.6B NEA/85 FTE's) platforms during period of significant growth; led consolidation of complementary originations teams with new collaborative sales model driving 18% NI and 47% Volume growth; led \$1.5B portfolio acquisition to create largest industrial RE platform in MX; executed TA strategy to grow front-end team 42%; increased diversity on Associate program to 50%.

COMMERCIAL LENDING

HR Manager – Business Credit

Danbury, CT (2002-2005)

First P&L client leader role; supported small-ticket ABL lender; responsibilities expanded to large-ticket ABL and Transportation Funding. Transformed Sales organization through aggressive performance management (10% of workforce) and attracting external talent while improving results by 15%. Led closing and integration of CitiCapital ABF acquisition.

CORPORATE HQ

Global Program Leader – GE Financial Management Program (FMP)

Fairfield, CT (1999-2002)

Provided Corporate HQ leadership for highest profile entry-level training program for Finance talent. Led campus recruiting, staffing, course design, performance management, marketing, website development, and administration, all with a continuous process improvement mindset, for 1,400 program members across 5 continents.

VENDOR FINANCE/INSURANCE/PRIVATE LABEL CREDIT CARDS

Various HR Generalist/Specialist roles

Danbury, CT (1996-1999)

HR support roles focused on staffing, compensation planning, compliance, and competency development.

Various Financial Analyst roles

Danbury, CT (1992-1996)

Financial support roles focused on forecasting, reporting, and analysis of business results.

AEROSPACE

Financial Management Program (FMP) Trainee

Philadelphia, PA (1989 - 1992)

Recruited to join premier global finance training program; on-the-job skill development supplemented by classroom learning. Focused on financial foundations, manufacturing cost accounting, business strategy, and audit principles.

EDUCATION | PROFESSIONAL DEVELOPMENT | VOLUNTEERISM

Fairfield University, Fairfield, CT

- BS, Finance (Minor - Economics)
- Member Alpha Sigma Nu – International Jesuit Honor Society – highest honor at Jesuit universities.

GE Executive Development, Crotonville, NY

- Management Development Course – 2010 (Executive Development)
- Advanced Human Resources Development Course – 2006 (HR Leadership Development)
- Advanced Business Analysis Program – 1994 (Finance Leadership Development)

Finance Committee – St. Philip's RC Church, Norwalk, CT (2012 – Present) – member of team successfully applying efficient business practices to parish activities to pay down long-held debt and increase cash flow.

Volunteer for Social Justice concerns – Habitat for Humanity (affordable housing), Filling in the Blanks (childhood hunger), Person-to-Person (food/clothing/financial assistance).