

GLOBAL HUMAN RESOURCES EXECUTIVE

Transforming Cultures, Building Infrastructure, Engaging Employees Proactively

Global Human Resources Business Partner and Change Agent, who employs innovative human capital practices to attract, develop and retain top talent and drive business objectives. Excellent skills in communication and collaboration. A quick study in any industry, product or service with practical success guiding the delivery of HR services across multiple industries to highly complex, matrixed organizations. Able to grow performance by aligning talent management strategies to business objectives and growth goals. Courageous leader. Nimble learner. Results-oriented. Strategic mindset, roll up your sleeves delivery.

- **Senior Level Advisor with Strong Business Acumen**
- **Talent Management**
- **Career Pathing, Learning & Development**
- **Change Management**
- **Leadership Development and Succession Strategist**
- **Strategic Workforce Planning**
- **Talent Acquisition, Diversity, Equity, and Inclusion**
- **Total Rewards**
- **Employee Engagement**
- **Operational Streamlining Through Use of Technology**
- **Risk Management and Compliance**

PROFESSIONAL ACHIEVEMENTS & EXPERTISE

LEC CONSULTING | Norwell, MA

Consulting firm specializing in organization development and effectiveness through human capital management focused on partnering with organizations to assess and develop strategies to enhance organizational effectiveness and culture.

Principal (2009-present)

- Supported human services agency through leadership transition, designing structure for People team, and recruiting new leadership while providing oversight of day-to-day activities.
- HRBP for global service division of life sciences company responsible for identifying opportunities to increase organizational effectiveness and productivity, consulting with business leaders on talent, leadership, business strategy/transformation, organizational development and effectiveness, diversity & inclusion, workforce optimization and change management.
- Support technology firm during reduction in force process.
- Partnered with senior leadership at Tufts University to measure and assess staff engagement. Developed comprehensive strategies to enhance internal communication, strengthen training and development opportunities, and to make the University an Employer of Choice.
- Led strategic planning efforts, including organization redesign at Harvard School of Dental Medicine resulting in new model for clinical operations, enhanced research capabilities, and integration of education and clinical practice to achieve better patient outcomes.
- Partnered with Tufts University Relations team to develop first ever strategic plan.
- Provided executive search services for senior-level positions.
- Analyzed existing structure of academic clinical practice and made recommendations to align with strategic initiatives included rapid expansion of physical space and improved workplace culture. Developed talent acquisition and performance management programs. Designed on-boarding process.
- Provided executive coaching for senior leadership to strengthen competencies and effectiveness.

The VERTEX Companies | Weymouth, MA

VERTEX is a global employee-owned AEC firm that delivers integrated Forensic, Engineering, Construction, and Environmental solutions on complex projects that span the globe. VERTEX cares about its clients and employee-owners so we seek to add value and operate with a constant sense of urgency. Our lifetime of learning philosophy keeps us ahead of the curve while we maintain a continual growth focus.

Vice President, Human Resource Strategy (2019-2020)

- Led and managed human resources team in the delivery of all HR activities including, talent management, total rewards, HRIS, talent acquisition, employee relations and compliance.
- Designed and implemented a new strategy for global talent management to align employees' efforts with high-growth business strategy and to foster a culture of continuous feedback, productivity, and engagement. Researched and deployed software to support processes and create efficiency.
- Developed Talent Acquisition strategy to ensure effective sourcing of difficult-to-fill positions, attract top talent, and enhance the candidate experience.
- Ensured compliance with all Federal, state and local laws and regulations. Developed strategies to address gaps and implemented changes and communicated with stakeholders.
- Provided strategic direction for M&A activities and organic growth initiatives to scale growth. Participated in due diligence process for prospective acquisitions. Developed strategies for integrating acquired talent.
- Acted as an internal consultant to leaders, managers, and employees providing guidance on a wide range of organizational and change issues.
- Organization and HR Planning – including identifying the people and organizational implications of the business strategy, the identification and development of key talent, and succession planning.
- Built strong rapport with all levels of the organization including senior management by being approachable, providing evidenced-based practices and showing commitment to ongoing process improvement.

SHORELIGHT EDUCATION | Boston, MA

Shorelight Education funds and manages joint venture partnerships with universities to drive institutional growth, create new revenue streams, and expand options for students. Shorelight brings the capital of a private equity firm, the global assets and reach of a multinational corporation, the know-how of seasoned higher education operators, and the values of a mission-driven institution to our partnerships.

Senior Vice President, Human Resources (2018)

- Transformed HR department from a transactional function to strategic business partner. Introduced HRBP model and COEs. HRBP for two business units and Executive Leadership team in addition to overseeing all HRBP activity throughout US, EMEA, Asia, India, LATAM.
- Developed Total Rewards philosophy to translate organization's vision, strategy, and values into a framework to guide decision-making around short and long-term incentives, recognition and benefits and create a pay for performance culture. Developed strategy for executives and board to prepare for IPO.
- Developed compensation structure to ensure pay equity and transparency. Identified organizational competencies.
- Established career paths and learning strategies to develop and retain employees at all levels. Identified development gaps and created action plans to address them.
- Designed and facilitated training programs for mission-critical and high-volume roles.
- Led, designed, and implemented new strategy for global talent management to align employees' efforts with high-growth business strategy and to foster a culture of continuous feedback, productivity, and engagement.
- Drove business growth through partnership with each business line's leadership to ensure talent alignment with business objectives and address current and future talent needs.
- Established and communicated a vision for talent acquisition with a focus on building a strong employer brand, developing candidate pipelines, fostering a culture of internal mobility, reflecting our values for diversity and inclusion, and solidifying our status as a Top Places to Work
- Implemented resources and tools to support ongoing performance management activities and leverage metrics and data to enhance effectiveness of talent development activities.

CAMBRIDGE SYSTEMATICS | Medford, MA

Cambridge Systematics, Inc. is shaping the future of transportation. We are industry leaders and transportation specialists dedicated to ensuring that transportation investments deliver the best possible results. By providing innovative policy and planning solutions, objective analysis, and technology applications, we help our clients meet future transportation needs while improving the performance of existing infrastructure and operations.

Director, Human Resources (2014-2018)

- Member of Senior Leadership Team focused on aligning operational needs with growth strategies to support strategic plan. Trusted advisor to executives
- In collaboration with the executive committee and board, assessed, designed, and implemented a new strategy for talent management (talent acquisition, performance management, feedback and goal setting, development planning, and succession planning) including implementing supporting software.
- Introduced total rewards model to ensure that compensation, benefits, work/life, and development opportunities aligned with firm and business unit talent management strategies, while reducing cost to the organization. Conducted in-depth analysis of current rewards structure, developed recommendations for changes/enhancements resulting in higher employee engagement and improved business results.
- Redesigned employee benefits to comply with healthcare reform and provide more choice to employees. Reduced cost of medical benefits by \$1.2M in first 18 months. Implemented a new total rewards communications portal to ensure consistent messaging and streamlined processes.
- Developed a compensation philosophy and supporting compensation structure to ensure our ability to remain market competitive and attract top talent.
- Analyzed existing training opportunities and developed a road map to ensure we were investing our resources in a manner that supports professional development, growth, and retention. Designed and developed or sourced learning content to support career development and improve business outcomes.
- Streamlined operations to ensure compliance within a highly regulated industry and to reduce transactional activity.

TUFTS UNIVERSITY | Medford, MA

Tufts is a leader in American higher education, distinctive for its success as a moderately sized university that excels at research and is committed to providing students with a personal experience. Tufts is a blend of both a research university and a liberal arts college, a unique combination that attracts students, faculty and staff who thrive in our environment of curiosity, creativity, and engagement. With campuses in Boston, Medford/Somerville and Grafton, MA, and Talloires, France, Tufts employs over 4,500 faculty and staff.

Vice President for Human Resources (2013-2014)

- Served as a key member of university leadership team reporting to Executive Vice President.
- Implemented new HR service delivery model including strategic HR Business Partners and Centers of Expertise (COE) along with a plan to create a Shared Services Organization (SSO).
- Streamlined workflows, processes and upgraded technology to create greater efficiency and cost savings while providing a higher level of client service.
- Revise policies and practices to ensure compliance and consistency.
- Oversee \$5 Million budget annually, and a staff of 45 HR professionals.

Director, Human Resources, Health Sciences Campuses (2002-2005)

- Enhanced the organization's leadership skills while improving productivity and communication; guided the design, development and delivery of numerous strategic training initiatives and improvements.
- Replaced and improved the senior management in several schools by developing and implementing aggressive recruitment strategies; dramatically cut search costs by eliminating the use of search firms.
- Improved the ease of entry for new employees into the organization while promoting greater long-term retention; redesigned the on-boarding process and improved the scope of collateral materials by producing a new employee orientation video and supporting materials.

WGBH EDUCATIONAL FOUNDATION | Boston, MA

Public media producer and broadcaster with 1000 employees and multiple, geographically dispersed business units including media access group, marketing and communications, research, production units, radio production, broadcast, development, and administration.

Director, Human Resources (2005-2009)

- Drove the alignment of HR strategies and tactics with the organization’s mission, values, and goals.
- In collaboration with the board and executive team, provided high level HR direction and support to all collective bargaining and labor relations impacting 50% of the workforce.
- Enabled division management to appropriately plan the use of its workforce and negotiate contractual changes with labor unions; served as a trusted advisor to senior management in the development of business plans as well as the implementation of supporting strategies and tactics.
- Improved productivity across the organization by personally conducting a thorough analysis of performance development and compensation practices; working with various board committees, drove positive changes in compensation philosophy, workforce planning, and performance management.
- Enabled greater operational efficiency, improved client service levels, and significant cost savings by spearheading financial analysis and rebranding of two strategic business units.
- Played a key role in the organization’s attainment of a balanced budget for four consecutive years: reviewed and structured benefit plans that provided a higher level of employee satisfaction while dramatically reducing costs to organization.

CONE, LLC. | Boston, MA

A \$12M public relations agency with 100 employees and offices in Boston, New York, and Washington D.C. The firm specializes in cause-related marketing, consumer branding, media relations, and crisis management.

Vice President, Human Resources (2000-2001)

- Served as a key member of the senior leadership team both internally and as part of the Omnicom Group. Directed the delivery of all HR Services while actively managing the effects of a Recruitment Manager, Benefits Manager and an HR Assistant charged with the provision of services including talent management, training and development, total rewards, employee relations.
- Enhanced productivity and cross divisional collaboration by partnering with the Gallup Organization to research and implement a leadership development initiative that effectively leveraged existing leadership strengths.
- Enhanced communication, management and leadership skills through the development and presentation of workshops and coaching relationships.
- Successfully guided the restructuring of a key satellite facility by personally providing outplacement counseling to displaced employees.

EDUCATION

University of San Francisco | San Francisco, CA--Master of Arts, Human Resources and Organizational Development

Saint Mary’s College of California | Moraga, CA--Bachelor of Arts, Management

PROFESSIONAL CERTIFICATIONS

Senior Professional Human Resources® (SPHR®)
Human Resources Certification Institute

Korn Ferry Leadership Architect™
Korn Ferry

SHRM Senior Certified Professional (SHRM-SCP)
Society for Human Resources Management

PI Certified Talent Optimization Consultant
The Predictive Index

Strategic Workforce Planning (SWP) Certification
Human Capital Institute

Certified Predictive Index® (PI®) Analyst
PI Worldwide

Leadership Development & Succession Strategist (LDSS) Human Capital Institute



Captain

A Captain is a problem solver who likes change and innovation while controlling the big picture.

