

MICHAEL F. AMTHOR SPHR, SHRM-SPC

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PROFILE: HUMAN RESOURCES | LABOR RELATIONS EXPERT

Senior HR expert having led the HR, Health, Safety and Environmental functions of diverse businesses groups in 48 states, Puerto Rico and 5 Canadian provinces. Simultaneously performing as Corporate Center of Excellence (COE) Lead for US Labor/Employee Relations and organizational restructuring. Strong process orientation developed through a career long immersion in Kaizen / Lean process and Six Sigma environments.

AREAS OF EXPERTISE

HR Business Partner	Employee Engagement	Performance Management	Dispute Resolution
Supervisor Development	Labor/Employee Relations	Negotiations	Training / Speaking
Problem Solving	People Management	Legislation/Risk Analysis	HR Operations

CAREER HIGHLIGHTS

Organizational Change Agent: Drive organizational transformation of a once 20,000 person, regionally contained, vertically integrated business which manufactured it goods within NAFTA into a 350 person reseller of offshore purchased final product, outsourcing all manufacturing and most other business functions to third party solutions.

HR Operations: Redesign HR operational delivery model as HR headcount drops from 120+ to 2 through process improvements, system changes, policy redesign and strategic outsourcing.

Restructuring: Led all HR restructuring activities since 2013 to reduce field headcount and close 60+ multiple locations to reduce headcount to 300 people. Advise the Leadership Team on new talent / talent development solutions.

Project Management: Managed projects as both primary and functional (HR) lead on projects. Starting with Affirmative Action program development and HRIS implementation (Michigan Sugar Company), drove a career long list of projects related to restructuring, reorganization, HR outsourcing/vendor implementation, HR program development, merger and acquisition.

Head of US Employee/Labor Relations: Coordinated the Company response to all US labor activity, providing consultation to manage all union related activities and preventive strategies for non-represented groups. Serviced 12 Labor agreements at peak in warehouses, factories, and field service groups from Rhode Island to California. Defeated 3 organizing attempts in Indiana (1995), Northern California (2011) and Las Vegas (2013)

EDUCATION

Michigan State University – Master of Labor & Industrial Relations

Michigan State University – Bachelor of Arts in History, Minor in Mathematics & Education

PROFESSIONAL EXPERIENCE

LEDVANCE, LLC. (Formerly Osram Sylvania), Wilmington, MA

8/2007 – 6/2021

HR Business Partner, 2018 – 2021

HR Generalist for all Company functions in the US. Developed new HR processes and systems as large global systems sunset and replaced with alternative lean, affordable, locally controlled platforms and delivery methods.

- Assumed management Human Resources Information System as part of Department restructuring (6/2020); system owner of regional Peoplesoft (Oracle) platform and provided regional oversight of global SAP-based system.
- Assumed management Occupational Health as part of Department restructuring (2/2000). Managed one nurse, and transitioned service delivery to a Third-Party Vendor while maintaining policy ownership, Vendor management.
- Sourced/recruited talent for Sales, Supply Chain, Planning, Customer Service and E-Commerce groups.

LEDVANCE, LLC (continued)

HR Business Partner – Supply Chain | Transportation | Logistics, NAFTA, 2016 – 2018

HR generalist for Americas region supply chain, transportation, planning and logistics support, with offices and distribution centers in MA, IN, PA, KY, CA, plus regional (Americas) Engineering group and Manufacturing facility.

- Refocused Supply Chain from manufacturing planning/materials delivery to sourcing/demand planning/3PL mode.
- Developed and Implemented new Employee Handbook to reflect values and requirements of a carved-out business seeking to identify a new culture and business direction.

HR Business Partner – Carve Out, 2015 – 2016

Member of US Team involved in carving out portion of Company business into separate global entity for future sale.

- Led dialogue with unions while responding to challenges and inquiries related to effects on membership.
- HR lead on organizational split of a facility consisting of both business entities' operations and personnel.
- Collaborated with global project house, HRIS and local facilities to ensure proper allocation and separation of Employees.

HR Business Partner – National Lighting Services and Solutions Division, 2013 – 2015

Led the HR Department in an organizational transformation to a new business concept with new delivery model, technology offering and market penetration.

- Managed all aspects of the closing of 36 Branches, impacting over 900 Employees in 49 states and 3 provinces.
- Developed new strategies for emergent / successor organization, including Engagement Plan, Workforce Strategy, Skills Gap Analysis, Development Plans, Compensation Structure and expanded Remote Working mode approach.

HR Business Partner – Manufacturing Business Unit, 2009 – 2013

Managed HR, environmental, health and safety functions for the HPD NAFTA business unit with manufacturing personnel in New Hampshire, Rhode Island, and Juarez (Mexico).

- Developed Employee Engagement Plans to better leverage the Company's Human Resources.
- Transformed site specific, multi-location HR / EHS Team into a dynamic, collaborative and regional group which leveraged synergies, increased creativity and added value to the business.

ADDITIONAL CAREER EXPERIENCE | AFFILIATIONS

Plant Human Resource Manager, Osram Sylvania, Inc. – Various locations in New England

Watertown, Connecticut: Transformed metal stamping facility into Tier II Automotive Supplier through sourcing of grants and developing training programs to attain higher international automotive quality certifications.

Central Falls, Rhode Island: Consolidated over 60 defined jobs into 6, cross-trained senior workforce as result of dramatic downsizing and restructuring.

Exeter, New Hampshire: HR lead on new product ramp up requiring technical capabilities (injection molding) and sourcing 300 new hourly workers.

Human Resource Supervisor, Valeo Thermal Systems – Greensburg, IN

Defeated the UAW in an organizing attempt at this Tier 1 Automotive facility. Grew the hourly workforce from 125 to 800 in under 12 months, developing and implementing new involvement/engagement programs to inoculate the facility from further unionization efforts.

Benefits Manager/HR Supervisor, Michigan Sugar Company – Saginaw, MI

Designed and implemented a new 401(k) plan for the hourly workforce. Regional lead on implementation of Company's first HRIS (Peoplesoft) and first Affirmative Action Plans.

Society of Human Resources-Senior Certified Professional (SHRM-SCP)

Human Resources Certification Institute Certified Senior Professional in Human Resources (SPHR)

Northeast HR Association (NEHRA)