



INDUSTRY EXPERIENCE

Aerospace
Agrochemicals
Chemicals
Consumer Products
Data Analytics Technology
Electrical Distribution
Financial Services
Food & Beverage
Food Distribution
Global Education
Global Manufacturing
Global Mortgage Insurance
Government Contractors
Media
Medical Software Technology
Non-Profit Conservation Industry
Oil & Gas
Plastics
Pharmacy Benefits Consulting
Residential and Commercial Services
Smart Grid Technology
Wind & Solar

FUNCTIONAL EXPERTISE

Global HR Leadership
Executive Compensation & Incentive Plans
Mergers & Acquisitions
Integrations
Turnaround & Divestitures

BOARD EXPERIENCE

2020–Present: AVIAN, Inc. Board of Advisors
2012–2018: Follow the Child Board of Directors

CAREER EXPERIENCE

2012–Present: KC Consulting Resources
2010–2012: Sensus
2007–2010: BP
1996–2007: General Electric
1995–1996: Colgate-Palmolive Company
1992–1995: Welch Foods, Inc.
1989–1992: Lord Corporation

CERTIFICATIONS

CCL: 360° Assessment Suite
Kilmann Diagnostics: Conflict & Change Mgmt.
Kilmann Diagnostics: TKI Assessment
Myers-Briggs: FIRO® Assessment
Myers-Briggs: MBTI® Assessment
Six Sigma Black Belt

EDUCATION

MBA, Pennsylvania State University
BA, Business, Mercyhurst University

Relevant Business Experience

- ◆ Accomplished Business Executive with over three decades of global experience in Fortune 10 and privately held organizations across a wide array of industries
- ◆ Partnered with numerous Board leadership and CEO teams in development of business strategy and execution of annual operating processes; maintained involvement in overall broad policy developments and corporate compliance initiatives
- ◆ Extensive experience in business life cycles, including acquisitions, mergers, integrations, turnarounds, and divestitures
- ◆ As CHRO of a global technology company, maintained accountability for SEC reporting requirements and participation in BOD Compensation Committee matters
- ◆ Led recruitment process across multiple organizations in conjunction with Board leadership to staff many C-Suite roles, including CEO, CFO, CHRO, General Counsel, Chief Operating Officer, and Chief Procurement Officer



Business Highlights

- ◆ **Privately held \$300MM global manufacturing company:** partnered with CEO to integrate disparate, localized HR teams across India, US, and Mexico into a single global HR function with alignment of key priorities and implementation of global HR strategy; implemented global annual incentive plan; led annual Talent Review conducted with Board of Directors that identified organization’s areas of strength and opportunity, short-term action items, and long-term talent strategy recommendations; led recruitment process for full-time Chief HR Officer
- ◆ **Publicly traded \$1.5B oil & gas services company:** partnered with CEO to realign HR function under newly created Chief HR Officer position; redesigned HR organization structure; implemented benefit plan design changes resulting in projected annual savings of \$4.9MM; led key HR initiatives, including creation of job banding and career framework, roll out of annual performance management process, and implementation of new short term incentive plan
- ◆ **Privately held \$4B food distribution company:** partnered with CEO to integrate two independently led food distribution companies; included organization restructuring and creation of one integrated organization along with recruitment of full C-Suite executive team
- ◆ **\$2B global agrochemical subsidiary of a publicly traded \$4B specialty chemicals company:** partnered with CEO and executive team to lead its HR function integration with its acquirer, a publicly traded India-based global agrochemical company; combined entity of \$5B with 10,000+ employees across 60 countries
- ◆ **\$3B publicly traded residential & commercial services company:** partnered with CEO and executive team as key member of Spin Project team to spin-off business unit and create two new independent, publicly traded organizations; primary focus was organization design for Supply Management, Finance, IT, and HR functions
- ◆ **Sensus:** Chief HR Officer for global technology business; \$925MM P&L with operations in US, Europe, and China; Led HR team of 30; 3,700+ employees; created and implemented global HR processes, including performance management, talent management, and a global career framework that included global banding structure and country-specific salary ranges and incentive targets; successfully ratified UAW & USW union contracts; implemented global HRIS system
- ◆ **BP:** VP, Human Resources for global Solar business; \$1B P&L with operations in US, Europe, and JV partnerships in India and China; Led HR team of 20; 3,000+ employees; outsourced low value global manufacturing operations, resulting in 60% headcount reduction; implemented global HRIS system
- ◆ **General Electric:** core accountability of HR leadership roles across industrial, plastics, and financial services business units included participation in GE’s annual strategic planning processes, known as S1 and S2 as well as leading and executing its annual talent review process, known as “Session C”