

HR LEADER HC OPERATING PARTNER

Summary:

- Commercially and strategically-minded HR executive who enjoys rolling up her sleeves.
 - Passionate about developing talent, scaling organizations and culture, coaching, and leading change.
 - Significant accomplishments in transforming People Team, rapidly growing organizations, improving retention and engagement, and turn-arounds.
 - Fractional & Full time CPO/ CHRO experience across a number of PE backed companies/ industries
 - Involved in all stages of more than 25 M&A transactions
 - Led functional teams ranging from 5-40, in companies with 250-3000 employees with revenues of \$100M - \$1.5B.
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Global Chief People Officer, New York, NY

Pre-IPO \$800M AUD insurtech with 500 employees in over 20 countries.

- Increased headcount by 47% and built out People Team. Negotiated over \$250k in PEO savings.
- Update talent management programs: Revamp onboarding, career development, management training performance management and career paths.
- Prepare function for potential IPO.
- Launched and chartered Compensation Committee of the Board. Develop new executive compensation and sales compensation programs. Established LTI equity program.

Chief People Officer, New York, NY

PE backed, high growth, Series E fintech unicorn.

- Scaled headcount by 70%. Developed People strategies and built out People team.
- Increased engagement from 72% to 80% and improved retention to avoid “the great resignation”.
- Evolved culture, core values, organizational design and career pathing to reflect new stage of growth.
- Led executive team building sessions to align Product, Engineering and Design.
- Advanced DEI as a core value. Increased representation of Black and Latin populations from 7 to 15%. Enhanced feelings of inclusion from 71 to 81%.
- Build out stealth project (start up within a start up).

Interim Chief HR Officer, Non Profit, New York, NY (Contract)

- Co-led the HR merger team integrating 5 chapters, doubling the organization. Designed both strategic and operational policies and processes, including implementation of HRIS/ payroll, defining new benefits and recruiting processes. Saved over \$200k in broker fees.

Chief People Officer, New York, NY

Ad-tech company in 13 countries growing at 30% annually.

- Transformed recruiting process and introduced tools and metrics to define pipeline needs and facilitate faster cycle time. Developed employer branding.
- Created and executed talent management strategy. Reduced turnover from 27% to 18%. Improved Glassdoor career rating by 4%: Implemented talent reviews. Enhanced performance management process.
- Partnered in restructuring product and engineering, and launched new venture team.
- Tripled trainee program to use as pipeline for talent and placements into client organizations.

Interim Chief HR Officer | HC Operating Partner New York NY (Contract)

PE acquired \$1.3B, newly divested company with 2600 employees.

- Stood up HR function to enable transaction to close seamlessly. Renegotiated vendor contracts to improve SLA. Designed new compensation and benefits programs and implemented new HRIS. Reduced \$11M budget by nearly 30%.
- Embed performance culture and led talent reviews to ensure appropriate leadership for new agenda.
- Partnered with communications to develop critical internal messaging and promote transparency.
- Partnered with sales, supply chain and innovation to drive fundamental changes to business model.

Regional Head of Human Resources & Senior Equity Partner, New York

HR lead for Partner & PE owned Sustainability Consultancy across 69 offices growing 15%.

- Revamped Leadership Development program resulting in doubling the number of annual Partner promotions, top line revenue growth and improved Partner diversity.
- Formalized Partner hiring and built executive onboarding program to improve success rate of senior hires.
- Reorganized HR Operations improving consistency and analytics. Updated benefits program reducing costs.
- Managed talent acquisition hiring over 300 people annually. Created metrics to improve ROI and cycle time.
- Led compensation review to develop regional compensation structures and drive equitable pay for women.
- Facilitated due diligence and merger integration for 2 multi-site transactions.

Chief Human Resources Officer, , New York, NY

Transformed HR team for advertising agency that doubled headcount and expanded globally into 7 countries.

- Created HR vision, strategy, and delivery model. Leveraged values to develop programs to unify culture.
- Transformed recruiting, established career paths and talent management programs that reduced cost per hire by 74% saving \$2M and improved attrition by 25%.
- Created new performance management simplifying process and improving quality of reviews.
- Implemented Workday HRIS.

Director, Organizational Development, Princeton, NJ

Managed US Pharmaceutical OD team. Supported sales and marketing client base of 5000 employees.

- Developed and executed communications and change plan for restructuring that reduced the salesforce by 25% but improved employee engagement. Defined future vision and action plans to achieve.
- Developed Change Model and toolkit adopted organization-wide to build capabilities across Global HR staff.

Consulting

- **Big 4 Consulting Firm**, Strategy & Change Practice providing project management and OD expertise for mergers, restructuring and technology implementations.
- Independent Consultant: Merck, Pfizer, Sutter Health, AT&T, New School University

Education:

MBA – Marketing

BA – Human Resources

Serves on multiple non-profit Boards