

JEANNE M. COREY

7 Forest Lane
Hopkinton, MA 01748

(m) (508)333-4610
jmcorey1@comcast.net

SENIOR HUMAN RESOURCES EXECUTIVE

Successful Human Resources Leader with extensive experience in building winning human resources organizations from the ground up. Proven track record in the development and implementation of performance management, succession & HRIS systems throughout distributed organizations. Supported management teams and managed staff in US, Latin America, Europe and Asia. Extensive background in large multi-national mergers & acquisitions as well as small, entrepreneurial start-up organizations. Breadth of HR expertise including OD, Compensation/Benefits and Employee Relations, with core competencies in:

- **Talent Management & Development:** Demonstrated track record of building talented, high-performing teams at all levels of the organization. Core expertise in evaluating current and future needs of the business, identifying the necessary competencies required at a macro-organizational level as well as at individual leadership levels. Recognized for unique ability to identify and develop talent. Expertise in integrating succession planning and performance management into talent management plans.
- **Executive Coaching:** Sought after advisor and confidant to business heads and executive teams. Highly experienced in coaching up, down and across matrixed organizations. Enhance business results through prioritization, communication and accountability by working closely with managers at all levels and implementing tools and techniques to improve success.
- **Change Management:** Extensive background in leading all types of change initiatives including M&A's, re-organizations, new strategy deployment, restructuring and global ERP implementations. Led development of change management strategy encompassing: employee communications, employee feedback loops, stakeholder assessments, resistance management and training.

PROFESSIONAL EXPERIENCE

AVERY DENNISON, Framingham, MA

2001 – 2009

The Retail Information Services division is a \$1.6B manufacturer of tags, tickets, printers and a web-enabled product for the retail supply chain. The division is comprised of three business units with a total of 20,000 employees in more than 40 countries worldwide.

Vice President, Human Resources (2005 – 2009)

Director, Human Resources (2001 – 2005)

Reported directly to the Group Vice President for the \$1.6B division. Responsible for the worldwide Human Resources business partnering, strategy and leadership, including organizational development, strategic staffing, succession planning and performance management. Oversaw a global HR department of 180 people with an annual budget of \$20+M.

- Helped grow the business from \$350M with 2,400 employees to \$1.6B with 20,000+ employees in seven years. Located in more than 40 countries. Worked with leadership to develop business strategy, prioritize initiatives and align resources.
- Integrated the acquisition of three global public and private companies (revenues of \$900M, \$200M & \$200M respectively). Won Leadership award for successful integration of \$900M Acquisition. Led the human resources and communications teams to ensure a smooth transition. Assessed leadership talent, created retention plans and employment contracts for select employees. Re-designed new organization to capitalize on strengths of existing and newly acquired employees. Developed change management strategy, focusing on communication, resistance management and definition of the newly combined culture. Conducted monthly internet-based "pulse check" survey of 20% of the organization to assess the progress of an integration, as well as identify the concerns of the employees. Increased positive response to the acquisition to more than 95% of representative employees. Converted all employees to Avery Dennison payroll system and benefits.

(AVERY DENNISON, Vice President, Human Resources, *continued*)

- Reduced headcount by 3,800+ employees worldwide over the past 12 months by restructuring and reorganizing, due to declining retail markets.
- Educated and implemented first GE-style succession planning tool throughout the division to assess the talent pipeline from entry to vice-president level. Successfully re-launched tool with each succeeding acquisition. Conducted review and analysis of top 100 leaders, resulting in the replacement of 25% within 18 months.
- Drove alignment and accountability throughout the organization by implementing the first market-based pay system for all exempt US employees, as well as the first performance management system for all global employees.
- Created the first human resources organization for Retail Information Services division. Developed the global human resources strategy and hired first professional HR business partners in US, Europe & Asia. Worked with Avery Dennison HR Leadership team to design and implement Centers of Excellence for Compensation, Benefits, Staffing and Training in the US, Europe and Asia.

HONEYWELL CONSUMER PRODUCTS, Southborough, MA

1997 – 2001

\$350M division of Honeywell, Inc. Manufacturer of fans, heaters, air purifiers.

Human Resources Director

Provided leadership for all HR generalist activities in Southborough, MA Headquarters, and the TN Distribution Center and Manufacturing Facility (total employee population of 550). Responsible for all training initiatives, employee relations, communication, compensation and benefits administration. Directed staffing activity for managerial, professional and technical positions. Reported directly to the President of the division.

- Worked with the President to assess the organizational capabilities and to align talent with the business strategies. Put together an extensive top talent identification and development plan, succession planning, and retention risk analysis.
- Consulted with line management on organizational design and job restructuring to insure maximum productivity with minimum headcount.
- Conducted a Learning/Training needs analysis for the division by conducting surveys, interviews and focus groups. Designed Learning and Development strategy and implemented an integrated program. Developed an internal marketing plan to promote learning and launched programs complete with course descriptions, calendar, faculty, resource center as well as designated outside resources. Implemented measurement systems to calibrate quality and effectiveness of Training and Development activity. Developed and conducted training in the following areas: Leadership, Performance Management, Sexual Harassment, Coaching, Career Banding and a customized onboarding program.
- Developed strategic sources for staffing key positions using the internet, research reports, industry tradeshows and employee referral programs resulting in high quality, low cost per hire candidates.
- Led the fastest payroll conversion project within Honeywell; integrated payroll, benefits and HR systems onto Honeywell's PeopleSoft system. Extensively involved in negotiating benefits programs.
- Converted the division to a Career Banding structure and conducted salary surveys annually to assure competitive pay practices.

SPINCYCLE, INC., Chicago, IL

Start-up business of national coin laundry chain; Head Quarters based in Minnesota

1996 – 1997

Regional Director of Human Resources

- Designed, managed and implemented Human Resources function for this start-up company; responsible for employee relations, staffing, training
- Recruited, hired and trained over 200 exempt and non-exempt employees
- Successfully negotiated with HR vendors; decreased costs by 10%

MONTGOMERY WARD, Chicago, IL

Mass Market Retailer with Corporate Offices based in Chicago, IL

1991 – 1996

Regional Human Resources Manager, Chicago, IL (1996)

- Exclusively responsible for the HR function for 46 stores in the company's largest region
- Designed and facilitated training programs for performance management program, sexual harassment and progressive disciplinary procedures.
- Counseled managers extensively on HR practices, succession planning, progressive discipline, recruitment, investigations, etc.

Assistant Territory Human Resources Manager, Chicago, IL (1994 – 1996)

- Responsible for human resources function for 50% of company; including recruitment of senior level managers, extensive counseling of all levels of management, development and implementation of new policies/procedures, payroll administration, etc.
- Chosen for "The Future of HR" committee that redesigned the existing HR model corporate wide

Assistant Regional Human Resources Manager, Detroit, MI (1993 – 1994)

- Recruited all exempt level hires; prepared extensive succession plans.
- Approved all progressive disciplinary actions for a 46-store, five-state region.
- Participated in de-certification campaign and union negotiations.

Department Manager, Poughkeepsie, NY (1992 – 1993)

- Managed a \$2.5M area with 10 departments and 25 employees; responsible for sales, inventory, displays and customer service.
- Won several merchandising awards.

Human Resources Manager, Poughkeepsie, NY (1991 – 1992)

- Successfully opened \$20M store; hired and trained more than 300 exempt and non-exempt employees.
- Managed three-person department; responsible for payroll, benefits administration, employee relations, recruiting and training.

JORDAN MARSH, Warwick, RI

1990 – 1991

Boston Based retailer

Executive Trainee

- Graduated from their Executive Training Program

EDUCATION

BABSON COLLEGE, Wellesley, MA

F.W. Olin Graduate School of Management

MBA, GPA of 3.6/4.0

TUFTS UNIVERSITY, Medford, MA

BA History, Certification to teach High School History

Professional in Human Resources (PHR) Certification