

69 Manor Avenue
Wellesley, MA 02482-1027

Home: (781) 237-7441
Cell: (617) 407-3640

PROFILE

An experienced Human Resources executive with a proven track record building and managing global Human Resources functions and making significant contributions to the global development of companies as part of the management team. I am a hands on executive able to function strategically and tactically as required and perform such in multi-site and multi-geographic environments.

I have developed my expertise and refined my skills in companies such as Levi Strauss, General Electric Co., Nuclear Chicago (*a subsidiary of G.D Searle*), Quaker Oats Co. and Fairchild Semiconductor in addition to those organizations listed below.

Managing change and integration:

I have effectively managed the restructuring, evolution, rapid growth, new organization, and integration of functions and/or diverse business units into a company.

Mergers, Acquisitions, Divestitures, and IPO:

I have functioned as an integral part of or direct manager of activities associated with domestic and/or international M&A and Divestiture of diverse and integrated business units or companies. I have also been part of the human resources management of taking a public company private, then public again. I also have managed the organizational design and the creating of the hr function in start-up companies.

Project and Program Management:

I have managed complete global project and programs from design and development through implementation.

Counseling and Coaching:

I have successfully functioned as counsel and coach to employees from entry level through CEO and Board of Directors.

EXPERIENCE

HRe-sources, Holliston, MA

2004 –Present

Senior strategic and hands on Human Resources and business practices consulting services.

Senior Consultant

Focusing on integration of human resource and business practices, initiating and managing changes in merger, pre/post IPO, acquisition, divestiture, restructuring and growth environments. Provide individual consulting on effective use of business technology and negotiation.

INTERGEN SERVICES, INC., Burlington, MA

1999 – 2004

A global energy company developing, sale, purchase and operating power plants globally with over \$8B in assets, growth from 400 to 1,200 plus global direct with a host of contract and third party employees.

Global Director Human Resources Operations

Develop, implement, and manage programs, infrastructure that prepare the company for pre and post IPO, merger, and rapid growth operation. Managed globally all levels of compensation, employee relations, benefits, payroll, HRIS, expatriate programs, executive compensation, and HR due diligence for M&A and divestiture.

Developed and implemented a domestic true “Best in Class” benefit, compensation, and employee relations programs.

Implemented and managed a global HRIS and associated payroll project.

Implemented new global compensation and benefit programs such as; “off shore pension plans.

Negotiated contracts with third party providers such as Alternate Service Provider (ASP), benefit brokers, and 401(k) providers,.

Facilitated company acquisition, integration, and divestiture activities beyond HR due diligence to include negotiating bridging of benefits and new union agreements.

Managed change and the integration of company businesses as the business requirements dictated.

Revised and implemented the expatriate, relocation, and all human resources policies and procedures.

Actively developed and participated in Board of Director presentations on executive and company compensation and HR programs

CVSI, INC., Bedford, MA

1997 - 1999

A spin-off (start-up) from Prime Computer/Computervision, CVSI was a \$450M manufacturer and service provider of business computer systems and associated proprietary software with growth from 200 to 450 plus global employee.

Director, Global Human Resources

Selected to establish and manage the Human Resources department and business change in this new global spin-off company.

Developed and managed the full range of the Human Resource function including payroll, employee and labor relations, staffing, and compensation, benefits, organization design, strategic directions, business strategies and HRIS.

Developed and implemented compensation and benefit programs, such as; sales incentive/commission plans, management incentive/bonus plans, 401K plan, and other traditional and non-traditional programs. .

Developed and presented to the Compensation Committee of the B.O.D.

PRIME COMPUTER, INC. /COMPUTERVISION CORPORATION, Bedford, MA

1984 – 1997

A leading manufacturer and service provider of business computer systems and associated proprietary software with 16,000 plus global employees.

Senior Manager, Sales and Marketing and Services Human Resources (1992 -1997)

Senior Manager, R & D, Engineering, Human Resources (1989 - 1992)

Manager, International Human Resources (1984 - 1989)

Appointed to manage the full range of human resources services for global operations including staffing, employee relations, compensation, integration, downsizing and organization design.

Managed the human resource aspects of the acquisition or divestiture of varying parts of the Prime Computer/ Computervision business.

Key member of the integration team managing the Prime Computer acquisition of Computervision effectively addressing the myriad of issues while minimizing the potentially negative results inherent in a hostile takeover.

Significant contributing member of the team which implemented and managed the new organizational structure that effectively integrated functions and processes for new company viability. Focused on integrated, cooperative functional excellence vs. stove-pipe functional and organizational independence.

Provided the human resources focus for acquisition and integration of business units such as a Japanese based subcontracting company which established Prime Computer in that region of Asia.

BONDED CLEANING SERVICES, INC., Boston, MA

1982 – 1984

Owner and Director of Sales, Marketing and Business Planning of a commercial and residential cleaning company.

Lead business growth to more than 45 employees and over \$200K in annualized billings.

Increased third party contracts which effectively doubled revenue growth in two years.

Provided General Management for the company including: human resources, business planning, operation and sales processes, and supervisor training.

DIGITAL EQUIPMENT CORPORATION, Acton, MA

1980 – 1982

Premier manufacturer and provider of mini computer systems and associated proprietary software.

Personnel Manager, General International Area (GIA)

Managed the Personnel function and provided full personnel services for the sales, service, and finance organizations globally in GIA. Provided functional support included staffing, training, employee relations, business organization design, compensation and benefit program.

Counseled and supported senior line management on the values and effects of appropriate management practices.

Changed philosophy and management approach which contributed to increased productivity and reduced turnover.

EDUCATION

B.S., Psychology, Pennsylvania State University, University Park, PA