

J. PATRICK KELLY

27 BYRON ROAD
ASHLAND, MA 01721

(508) 881-5958 [HOME]
(617) 543-9622 [CELL]
gjpkelly@comcast.net

SUMMARY

Human Resources senior leader with global experience in biotechnology, manufacturing, and high technology companies. Collaborative style with strong business acumen, skilled in delivery of results, consultation and partnership, and team building. Demonstrated expertise in a matrix environment and in an HR environment with a shared services model. Exposure to all core functions within the HR discipline and a high level of interaction with line operations on a global scale:

- Organization Design and Development
- Talent Management
- Change Management
- Compensation and Incentive Reward Systems
- Leadership Development
- Labor Relations

PROFESSIONAL EXPERIENCE

HRe-Sources, LLC, Holliston, MA 2008 to Present

Human Resources Consultant

Design and deliver team effectiveness sessions for Biogen Idec in the start-up of a new drug program team and re-launch of critical drug development team. Consulted with program leadership on methods to improve results and enhance productive working relationships.

BIOGEN IDEC, INC., (formerly *Biogen, Inc.*), Cambridge, MA 1997–2008

Director, Human Resources Neurology Strategic Business Unit 2007–2008

Responsible for delivery of all HR processes for a 600+ person Sales, Marketing and Patient Services organization with \$1.2B in domestic sales.

- Designed Retention Strategy Plan for business which reduced turnover from 23% in prior year to under 8% in 2007.
- Achieved Talent Management target of career advancement moves for 50% of High Potential Talent at Director and above level in division in 2007.
- Developed and managed Human Resource Business Partners at multiple sites.
- Provided leadership for HR Client Focus Team in a shared services environment.

Director, Human Resources Pharmaceutical Operations and Technology 2005–2007

Key strategic business partner to Executive VP and Division VPs driving organizational design, development and effectiveness across a global organization representing 35% of company population. Major client groups encompassed Manufacturing, Quality, Process and Technical Development, Engineering and Global Supply Chain.

- Directed HR Business Partner team of seven in four locations providing full scope of HR services.
- Human Resource lead for sale of manufacturing facility, with no loss of employment for 300+ employee population base.
- Led cross-functional Corporate HR global team initiative that successfully redesigned and implemented comprehensive changes to Biogen Idec performance management system.

Associate Director, Human Resources Pharmaceutical Operations and Technology 2002-2005

Led Human Resource function for newly formed division resulting from merger of Biogen and Idec Pharmaceuticals.

- Designed integration activities to support the assimilation process for the Engineering, Supply Chain and Technical Development functions.
- Expanded responsibilities to include Manufacturing and Quality operations at three geographical locations.
- Provided HR consultation for manufacturing start-up facility in Copenhagen, Denmark.
- Maintained consistently high level of client service in period of rapid organizational expansion.

Senior Human Resources Consultant 1997–2001
 Provided HR consulting advice in support of business unit objectives for VPs of Manufacturing and Quality.

- Accountabilities included organization development, employee relations, training, and succession planning/performance management.
- Directly participated in design of expanded corporate Human Resource systems in areas of Leadership Development, Management Training, Mentoring, and Compensation Planning.
- Successfully translated GE best practices of New Manager Assimilation and Work Out to rapidly growing biotech organization.

GENERAL ELECTRIC CO., INDUSTRIAL AND POWER SYSTEMS 1990-1997

Engineering Professional Relations Manager 1995-1997
 Directed Human Resources activities for 600+ employee engineering groups.

- Designed and delivered organizational change management activities, including Work Out, process consulting, team facilitations, and external customer productivity initiatives.
- Facilitated Customer Work Out sessions utilizing Change Acceleration Process principles.

Field Human Resources Manager 1993-1995
 Operated as full-scope Human Resources Manager for both unionized and non-union facilities at 15 locations.

- Successfully negotiated local service center contract agreements with IBEW and IUE leadership.
- Managed HR issues associated with closure of five service centers including employee outplacement and community relations.

Compensation Program Manager 1990-1993
 Provided consultation on base salary, variable compensation, and innovative reward/recognition programs for field sales and services organizations.

- Developed major compensation program initiatives including design and implementation of broad bands.

XEROX CORPORATION 1985-1990

Compensation Specialist, Development and Manufacturing 1988-1990

Manager Service Compensation Programs, US Marketing Group 1987-1988

Personnel Specialist, Business Systems Group 1985-1987

Related Professional Experience

Senior Human Resource Development Specialist, NYS Department of Social Services, Albany, NY
Training Program Analyst, Rockefeller College of Public Affairs and Policy, University at Albany, NY

E D U C A T I O N

M.I.L.R. - SCHOOL OF INDUSTRIAL AND LABOR RELATIONS, CORNELL UNIVERSITY, Ithaca, NY

M.S. – Industrial/Organizational Psychology, RENSSELAER POLYTECHNIC INSTITUTE, Troy, NY

B.A. – Psychology, SIENA COLLEGE, Loudonville, NY

PROFESSIONAL CERTIFICATIONS/AFFILIATIONS

GE Work Out, 1993

Myers-Briggs Type Indicator Certification, 1998

Lominger Career Architect, 2007

Harvard Negotiations Skills Training, 2007

Human Resource Leadership Forum, 2008

Senior Human Resources Network, 2008