

EXECUTIVE SUMMARY

Senior-level Human Resources Partner with proven career success thriving in rapidly changing and growing organizations. Demonstrated accomplishments in building and restructuring the Human Resources organization to support the business strategy. Mentoring and empowering leadership style that fosters growth toward career success. Experience in corporate headquarters locations, regional and divisional business units, manufacturing sites as well as working with all functional areas of the business.

EXPERTISE

Strategic Planning/Organization Re-design, Talent & Succession Planning, Performance Management, Employee Relations & Coaching, Training & Development, Change Leadership/Business Restructuring, Organizational Effectiveness, Employee Engagement & Culture Building, Talent Acquisition, Mergers and Acquisitions, and Compensation & Benefits.

SELECTED ACCOMPLISHMENTS

- Conducted an organizational assessment resulting in adding members to the executive team and other leaders, ensuring the right level of talent in departments, addressing skill gaps at Repligen.
- Selected vendor and launched first global employee engagement survey at Repligen.
- Built out the HR function at Repligen as the first HR Executive of the company.
- Designed and rolled out new HR Business Partner model for the Americas at Dassault.
- Restructured Geo model in partnership with Geo Leadership team at Dassault.
- Partnered with Head of Sales and President to restructure the Field Sales organization to support the new strategic direction. Involved in other key strategic assessments to set the future direction of the business under Olympus.
- Reorganized HR by implementing Division-wide Functional HR Specialists and HR Business Partners at Stryker.
- Participated in business due diligence activities for the sale of the Division to Olympus. Established HR function under Olympus and set up all new HR programs, systems and infrastructure.
- Designed and offered an early retirement program. Planned and executed several Division-wide reductions in force.
- Redesigned the organization and senior leadership team by identifying critical leadership and skill gaps and acquiring talent to address these gaps at Stryker.
- Managed through many organizational issues and business challenges at Stryker/Olympus and kept workforce motivated and committed resulting in minimal voluntary turnover.

PROFESSIONAL EXPERIENCE

REPLIGEN CORPORATION, Waltham, MA

2015 – 3/2017

Repligen is a life sciences company focused on bioprocessing technology leadership. The company's revenue grew from \$60M to \$104.5M in two years.

Vice President, Human Resources

Head of Global Human Resources reporting to the CEO and a member of the Executive team. Drive people strategies to support our fast growing and evolving business in order to achieve our strategic goals.

- Build out leadership team and next level down leaders. Global employee base nearly doubled in under two years.
- Launch Talent Review process, high potential identification, development planning.
- Execute competitive benefits and compensation analysis resulting in compensation changes and increased competitiveness in benefits.
- Launch first global employee engagement survey and execute action plan resulting from survey, focus groups. After one year achieved double digit increases in Training & Development, Customer Feedback and Performance Feedback.
- Coach and mentor managers, employees and staff.
- Lead HR aspects of acquisition due diligence and integration.
- Participate in and present at board of director meetings; compensation committee involvement.

DASSAULT SYSTÈMES, Waltham, MA

2012 – 2015

Dassault Systèmes is the 3DEXPERIENCE Company, world leader in 3D design software, 3D Digital Mock Up and Product Lifecycle Management (PLM) solutions. The company is headquartered in Velizy, France, and has over 12,000 employees globally.

Vice President, Human Resources Americas

HR and Facilities Leader for the Americas Geo which consists of the US, Canada and Latin America with an employee base of 3,500. Manage an HR team of 63 and a Facilities team of 26. Report to the Geo Managing Director and the Chief People and Information Technology Officer, of which both are executive committee members reporting to the CEO.

- Reorganized HR group to more effectively support the business; established the HRBP model and restructured Talent Development acquiring new talent to support future growth.
- Change management related to integrating policies and procedures in the Boston campus and throughout the Geo.
- Drove the plan for acquisition integration of companies ranging in employee base of 7 to 450 in the Americas Geo (four integrations).
- Reorganized the Geo structure working with the Geo Executive team to better support the business and drive sales.
- Increased employee engagement score in HR by 12 points in one year.

STRYKER BIOTECH / OLYMPUS BIOTECH, Hopkinton, MA

2004 – 2012

Stryker is one of the world's leading medical technology companies offering a diverse array of innovative products and services in Orthopaedics, Medical and Surgical, and Neurotechnology and Spine that help improve patient and hospital outcomes. The Biotech division was bought by Olympus in 2011 which then closed the Biotech Division in 2014.

Vice President, Human Resources (promoted January 2012)**Senior Director, Human Resources** (2010 – 2011)**Director, Human Resources** (2004 – 2009)

Member of Senior Management team reporting to the President. When part of Stryker, was a member of HR Leadership team for Stryker. Set overall strategic direction for HR in alignment with business strategy and objectives.

- Drove the HR transition from Stryker to Olympus and built a standalone HR function as Olympus Biotech.
- Rebuilt and upgraded the HR team talent, and upgraded the talent level in other functions bringing in new Directors and Managers.
- Implemented a talent review model and development planning tools for the Division including overseeing employee development opportunities, leadership development, and training and development.
- Revamped the performance review tools for exempt and non-exempt employees Division-wide. Conducted Leadership assimilations and other HR interventions.
- Administered annual employee engagement survey and coached teams through results and action planning.
- Designed and implemented recognition program for the division, and designed and implemented Long Term Incentive Plan.
- Developed a centralized staffing vision and sourcing model for all recruiting. Developed strategies to address recruitment for all positions in both domestic and field locations. Drive process improvements in staffing processes and other HR processes.

BOSTON SCIENTIFIC CORPORATION, Natick, MA

1997 – 2004

Boston Scientific is a global medical device company now headquartered in Marlborough, MA.

Senior Manager, Eastern Region Staffing (2000 – 2004)

Managed the staffing function for the Eastern Region, including corporate headquarters and four additional sites. Managed a staff of eight recruiters, one sourcing individual, and two employment coordinators. Managed a staffing budget of \$1.3M for the region.

- Worked with team to identify, prioritize and recommend improved staffing processes and system improvements to the leadership team.
- Provided staff training in consulting skills, effectively working with hiring managers, competency based interviewing and internet recruiting.
- Piloted and implemented the RecruitMax system in headquarters and provided training for line hiring managers and HR Generalists.
- Tracked staffing metrics which showed improvements in time to fill from 86 days in year one to 66 days in year two and down to 47 days in year three. Decreased agency usage from a high of 33% to 15.4% in 3 years.
- Developed recruitment strategies for various initiatives. Improved sourcing and candidate generation for positions ranging from administrative to VP/PhD/MD level.

BOSTON SCIENTIFIC CORPORATION (continued):**Human Resources Manager** (1999 – 2000)**Senior HR Generalist** (1997 – 1998)

HR Business Partner for the CFO and his organization (included Finance, Tax, Treasury, Investor Relations, IT, Global Systems/Business Process) and the HRIS group.

- Led a worldwide team of HR and Finance professionals in the development of the Finance competency model that was used as the competency template for the organization.
- Led a worldwide team of IT professionals in developing the IT functional competency model, and managed the implementation and roll out of competency and development planning model.
- Conducted climate survey interventions meeting with business groups and individuals. Presented findings and work with the leader on action items and the change process.
- Participated in the competitive classification project, which involved benchmarking position descriptions against survey descriptions and leveling jobs in client groups.
- Managed the Natick based staffing team consisting of five; member of the implementation team for Webhire; member of the team that selected and implemented a temporary help on-site vendor.

NABISCO, BISCUIT DIVISION, Methuen, MA

1996 – 1997

Training and Recruitment Specialist - New England Region**TOYS "R" US, Northborough, MA**

1995 – 1996

Assistant Human Resources Manager - New England Region**STAFFING AGENCY RECRUITING, Boston, MA**

1992 – 1995

Recruiting and Account Management**EDUCATION / PROFESSIONAL DEVELOPMENT****Masters of Science in Human Resource Management, Lesley University, Cambridge, MA****Bachelor of Science in Social Science, Michigan State University, East Lansing, MI**

- **FEW (Forum for Executive Women) 2016** – applied and selected to participate in a yearlong development program for Executive Level Women
- Invited to participate in the **Stryker Women's Leadership Roundtable**
- **Harvard Business School Stryker Future Senior Leader Management Program**

PROFESSIONAL AFFILIATIONS

- Senior Human Resources Network Group (SHRN)
- Society for Human Resource Management, Northeast Human Resource Association member
- Human Resource Leadership Forum (HRLF) member
- Norwood Village Condo Association Treasurer
- Kappa Kappa Gamma Sorority Alumnae Association previous Board Member
- Manchester Harbor Boat Club member