

HR LEADER & STRATEGIST**Summary**

Accomplished HR Leader with extensive background in talent acquisition, organizational development and talent development. Results-driven with ability to understand and successfully translate global business priorities into action. Known for developing and leading committed and effective teams. Insightful, innovative, collaborative and genuine.

Experience & Achievements**State Street Corporation, Boston, MA****1998-2019**

State Street (NYSE: STT) is the world's leading provider of financial services to institutional investors including investment servicing, investment management and investment research and trading.

State Street is headquartered in Boston, MA and operates globally in more than 100 geographic markets and employs 40,000+ worldwide.

GLOBAL PROJECT LEAD - RECRUITING MIGRATIONS**2018-2019****State Street, Kansas City, MO**

Co-presented a business case to senior GHR managers, advocating the viability of global recruiting model transformation. Selected by senior management to the leadership team responsible for transforming the recruitment function and aligning it to support BT and Global Footprint Strategy initiatives.

- Led progressive migrations to transition North America and EMEA associate recruiting functions from a decentralized model to two 10-person Center of Excellence teams in Bangalore, India.
- Key member of Global Technology Resources and Shared Services Leadership Team credited with transforming the associate recruiting experience across the NA and EMEA regions, significantly improving efficiency and costs.
- Built and introduced a global recruiting model resulting in successful talent attraction, resource allocation and process efficiency. Averaged an initial 30 hires per month for NA.
- Co-developed all components of migration and implementation strategy including training and development, change management and communication efforts to ensure optimal relationship understanding and partnering.

TALENT ACQUISITION MANAGER - VICE PRESIDENT**2000-2018****State Street, Kansas City, MO**

Provided full-cycle TA recruitment services and management for assigned NA locations. Managed an on-site and remote recruiting staff averaging 8 FTE and contingent members. Demonstrated strategic leadership to the TA function and Global Human Resources for all TA-related matters, collaborating with leaders at all levels on business needs.

- Participated in 4 multi-site OFCCP audits and 3 internal audits, achieving Letters of Compliance in all instances.
- Assumed increased multi-site TA responsibilities to include 3 California locations in addition to Kansas City. Grew KC office to 1,500 headcount, Sacramento, CA office to 500 and Irvine, CA to 250 at highest points.
- Served as Recruiting Process Outsourcing (RPO) Project Co-lead, outsourcing recruiting components for all U.S. domestic and Canadian office locations over a three-year period. Subsequently, led the deconversion of RPO, returning all locations to a decentralized insourcing/COE-based business model, improving efficiencies and reducing costs.
- Member of global design teams and project teams on numerous occasions in support of new technology and process enhancements including ATS implementations (i.e. Active Recruiter, PeopleSoft e-Recruit and Workday.)

- Developed numerous staff members, assisted in career advancement both inside and outside of State Street. Was first TA Manager to recommend, implement and demonstrate effective flexible work arrangement (FWA) with remote staff.

ADDITIONAL RELEVANT EXPERIENCE

TALENT ACQUISITION MANGER- ASSISTANT VICE PRESIDENT

Joined *Investors Fiduciary Trust Corporation (IFTC)* to manage the TA function for the Kansas City, MO office. IFTC later became an operating division of State Street.

- Led a team of 8 recruiters and administrators to grow the Kansas City, MO office from 425 employees to 725 employees during this period.
- Completed numerous successful business migrations in support of Company's location strategy. Service-forward reputation led to more migratory interest over time.
- Developed and implemented best-in-class recruiting strategies, policies and practices for the office, many of which were shared corporately.

SR. MANAGER - RECRUITMENT, TRAINING & DEVELOPMENT

Penn-Daniels, Inc. - Jacks Discount Stores/ShopKo Stores

Quincy, IL and Green Bay, WI

- Advanced from part-time stock clerk in store operations to positions in retail management after college. Requested by senior management to relocate to corporate office and assist in establishing a formal HR department, heading up recruitment, training and development for stores, distribution center and corporate office.

Education

Bachelor of Science, Business Administration – Truman State University, Kirksville, MO
Emphasis in Management, Marketing and MIS

Skills

- Global Talent Acquisition
- Global & Cross-functional Project Management
- Change Management
- Internal Consulting
- Process & Technology Innovation
- People & Organizational Development

Affiliations & Volunteer Involvement

SOCIETY FOR HUMAN RESOURCE MANAGEMENT (SHRM)
National Member

ASSOCIATION FOR TALENT DEVELOPMENT (ATD)
National Member and Local Chapter Member

KANSAS CITY AREA DEVELOPMENT COUNCIL (KCADC/KC.ORG)- Ex-Officio Board Member

TEAMKC LIFE+TALENT- (Thinkkc.com) Immediate Past Sr. Co-Chair