

Skills Summary

- Seasoned human resources executive with authentic leadership style and effective communication skills.
- Skilled executive coach and conflict resolution facilitator.
- Passionate about executive and professional development, expat employee issues.
- Intuitive, approachable professional.

Executive Coaching Experience

- Delivered executive training workshops. Topics span profiling tools, work identity, emotional and gender intelligence, best practices for engaging people in crucial conversations, how to be present, breaking down barriers and resistance to change.
- Coached new university professional to excel in endowed chair position. Coachable issues include life/work balance, work transitions, empathic listening skills for team building.
- Conducted workshops and provided executive coaching for variety of local, national, international clients.
- Established extensive recruiter training program providing career coaching.
- Orchestrated and completed closures and layoffs for large employee groups.

Strategic & Managerial Human Resources Experience

- Drove executive compensation review including base pay, incentive bonus, sales commission, stock option plans to ensure market competitiveness, retention.
- Implemented organization-wide best practices for salary guidelines, new hire options, merit refresh grants.
- Drove Quarterly Operational Review with extended management team. Communicated updates with leadership to disseminate information, identify new opportunities, ensure strategic objectives and values tracking.
- Partnered with all functional heads to enhance, design and develop management essentials and capabilities among technical staff to ensure organizational bench strength.
- Successfully implemented final performance management system to 3% merit budget.
- Implemented online, open enrollment benefits. Successfully negotiated renewed benefits rates with zero cost increase.
- Led all functional human resources areas. Managed four direct reports and served over 500 employees in 11 locations worldwide.
- Established worldwide human resources infrastructure. Principal objectives to build out Shanghai engineering design center, which grew from 20 to 170 employees over two years. Restructured North American operations pursuant to major technology acquisition (Integrated Equator Technologies, \$100 million).
- Worked closely with board of directors, utilizing 360-degree feedback instrument to evaluate executive performance. Results spanned top management changes, including CEO position.
- Supported compensation committee of board of directors on stock options and total compensations. Decreased options by 60% to reduce option expenses.
- Authored RFP for new 401(k) provider. Rationalized program offering from 60 funds to 15.
- Served as key member of senior team charged with returning company to profitability. Drove process improvements to reduce operational expenses by \$5 million.

Staff Management Experience

- Facilitated organizational and leadership development efforts as integral part of staff and line business groups.
- Implemented company-wide programs and initiatives on internal equity, salary reviews, stock options, staffing, work force planning, budgets and organizational changes.

- Conducted numerous onboarding programs and exit interviews. Responsible for entire internal employment lifecycle process.
- Drove all facets of annual performance reviews and individual development plans for over 250 employees.
- Recruited candidates for wide range of technical expertise positions, from non-exempt through senior vice presidents.
- Hired over 500 employees at all levels. Achieved lowest annual turnover rate in technology sector (9%).
- Managed outside search firms, consultants, on-site temporary staffing contracts.
- Supported and managed career fairs in conjunction with Comdex and Infocomm events.
- Implemented H1 Visa and expat practices.
- Completed EEO 1 reports and established affirmative action applicant tracking system.
- Traveled to recruit and hire national sales team.
- Outplaced over 200 North American employees and transferred managers to Asia.
- Organized and implemented workforce reduction steps including entire division closure of 80 employees.
- Served as key member of Continuous Improvement Team. Presented improvements company-wide at People Driving Quality reporting day with cost savings of over \$158,000. Implemented innovative New Employee Orientation program based on results.
- Facilitated team-building workshop using Prep Profiles personality indication tool to enhance effectiveness and communication of contentious cross-functional teams.

Employment History

- *SVP Human Resources*, Ensequence, Inc. Portland, OR, New York, NY, London, England. Interactive television company. Executive member of compensation committee for board of directors. Trustee of 401(k) plans. 2007 to 2009.
- *Sr. Director Human Resources*, Pixelworks. Portland, OR. Publicly-held semiconductor firm with strong presence in Asia. Trustee of 401(k) program. 2004 to 2007.
- *Human Resources Consultant*. Portland, OR. Clients include: ConMed Integrated Systems, Inc., LSI Logic, Digimarc, Credence Systems, Flight Dynamics, Mentor Graphics, Port of Portland, Nike, The May Company. 2001 to 2004.
- *Sr. Human Resource Business Partner and Staffing Manager*. InFocus Corporation. Portland, OR. 1994 to 2001.
- *Co-founder/General Manager*. Paradigm. Portland, OR. 1990 to 1994.
- *Agency Manager*. Adams and Associates Personnel Agency, Inc. Portland, OR. 1981 to 1988.

Professional Affiliations and Education

- Certified Executive Coach, Hudson Institute. Santa Barbara, CA. 2009.
- Executive Coaching Certification, Leadership Institute of Seattle (LIOS). Seattle, WA. 2001.
- Certified Trainer, Lee Hecht Harrison. Portland, OR. Career Transitions, 1992. Managing Your Search Project, 2002.
- Certified Trainer, Prep Profiles. Bend, OR. 1990. Recertified 2002.
- Member, Society of Human Resource Management. 1998 to 2008.
- Bachelor of Science, General Studies, Certificate in Women's Studies. Portland State University. Portland, OR.