

PAUL RIGHTER

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VP/DIRECTOR: HUMAN RESOURCES

HR Business Partner / Leading Global Teams / Delivering Results

Results-oriented Human Resources Executive and effective business partner with successful history of building top-performing, human resources organizations that deliver productivity and profitability. Effective at defining and translating organizational needs into position requirements. Consistently design recruitment, assessment, selection, and retention processes that attract, retain, and motivate key talent. Background includes significant operational improvements in all HR generalist areas. Provide vision through change, leading reorganization efforts without compromising productivity. Hands-on global organizational design and cultural collaboration experience.

CORE LEADERSHIP COMPETENCIES

- Strategic Planning & Execution
- Employee Relations
- Succession Planning
- Employee Recruitment & Retention
- Merger & Acquisition Integration
- Continuous Process Improvement
- Compensation & Benefits Design
- Performance Management
- Development & Training

PROFESSIONAL EXPERIENCE

The Company

2007 – 2009

Vice President of Global Human Resources

\$1 billion outdoor consumer products manufacturer with 2,000 employees.

Recruited to realign and lead HR and administration function in post-acquisition environment with accountability for talent recruitment and retention, performance management, employee relations, and payroll. Initiated and monitored succession planning and people development programs. Designed and implemented performance planning processes and procedures. Supervised and developed staff of 15 geographically dispersed HR professionals. Delivered HR support to senior team of seven executives, including CEO. Drove efforts to increase and maintain higher employee satisfaction ratings.

Selected Achievements

- 17% increase in employee communication satisfaction scores achieved by securing senior leadership support, scheduling regular meetings to listen to employee concerns, and publishing monthly newsletter.
- Recruited and hired 61 senior-level staff positions after acquisition with average turnaround schedule reduced from 60 to 42 days.
- 18 to 22% reduction in turnover across management levels generated through design and implementation of comprehensive succession plan, including talent depth chart for all key positions.
- Reduced error rates on purchasing contracts 61% as result of developing and training team members.

Company Inc.

1993 – 2006

Organizational Change Management Director (2005 – 2006)

Multinational company with 10,000 employees producing consumer packaged goods.

Selected to establish and deliver change initiatives for 50-person project team and 200 corporatewide client managers. Managed integration of technology and HR solutions in alignment with corporate objectives. Coordinated with external consultant and HR systems design team to identify roadmap and monitor progress of system's development.

Selected Achievements

- Improved client understanding of alignment with new HR system as result of 100+ managers completing change initiative training.
- Led successful design and implementation of training and curriculum 31% ahead of 26-week deadline.

Director of Human Resources - Product Supply (2000 – 2005)

Promoted to lead and administer corporate and divisional HR initiatives for U.S.-based manufacturing division. Designed and executed employee retention, recruiting, and compensation programs. Supervised and coached team of six geographically diverse HR professionals. Outperformed employee retention goals and improved efficiencies.

Selected Achievements

- Reduced time to replace retiring key talent by 21% with no interruptions to business process flows during 15-month transition period.
- Established HR internship program to attract and recruit entry-level employees; resulted in hiring three top-performing interns into full-time HR positions over four-year period.
- 49% increase in retention of new manufacturing employees over 24-month period through implementation of simulation-based assessments that effectively screened candidates.

Director of Human Resources - (1998 – 2000)

Restructured and positioned HR organization post-acquisition in 130-member business unit. Led successful integration of HR processes and procedures into subsidiary's culture. Managed and developed team of five HR professionals. Provided HR support in employee restructuring initiative, including designing reduction in force compensation program. Introduced and monitored employee relations programs and designed communication plans.

Selected Achievements

- \$37 million cost savings generated in 14 months through development and launch of defined benefit pension plan for subsidiary.
- Reduced sales force headcount by 11 with no pending litigation after researching and complying with local employment laws and developing clear communication plan.
- 100% increase in performance review accuracy as result of implementing feedback.

Director of Human Resources - Sales (1993 – 1998)

Recruited to direct and oversee daily operations of HR programs including employee relations, staffing, talent development, and compensation management for U.S. field-sales organization. Supervised and mentored team of four HR professionals.

Selected Achievements

- 81% retention of talent by actively engaging transition team, conducting regular communication meetings, and sending recruiting teams onsite to discuss career transitions.
- Generated \$6 million in cost savings through effective integration of employees into organization under budget.

EDUCATION / CERTIFICATIONS

- **B.S. in Psychology**
- **Certificate: Leadership** 1993
- **Certificate: Broad HR Leadership** 1990

PROFESSIONAL AFFILIATIONS

- Society for Human Resource Management (SHRM)