

JEANETTE K. WINTERS

CHIEF HUMAN RESOURCES OFFICER

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EXECUTIVE SUMMARY:

- Proven executive human capital leader with global expertise for Fortune 500 companies: Amgen, Pitney Bowes, American Express, and Intel. Start-up and private equity executive for Igloo Products, Wyndgate, and Cognotion
- Distinguished adeptness in solving complex global organizational business concerns, designing talent solutions aligned with strategic planning, people systems motivating world-class talent in challenging global environments.
- Human capital expertise in staff recruitment & retention, comp & benefits, perf. management, talent management, L&D, employee relations, management & leadership development and HRIS tech platforms & PEO implementation.
- Demonstrated outstanding record of merger & acquisition due diligence insight & post-acquisition integration.
- Trusted entrepreneurial advisor to global executive leadership, tapping an innate strength in analyzing, and strategizing change management yielding positive bottom-line impact across multiple areas and business units. Demonstrated revenue generation driver in Fortune 500 teams. Expert in change management & transformation.
- Experienced public policy “wonk,” serving as US Capitol Charles Revson Fellow, Doctorate in Public Administration.

WINTERS ADVISORY GROUP - CHIEF EXECUTIVE OFFICER & MANAGING PARTNER 2014 -
PRESENT

SECTOR: TALENT MANAGEMENT & EXECUTIVE CORPORATE STRATEGY THOUSAND
OAKS, CA

- Lead vision, strategy, and direction of this consulting firm dedicated to serving as a trusted advisor and subject matter expert to organizations seeking guidance in achieving excellence in global corporate talent management, enterprise transformation, knowledge management, executive coaching, and performance management
- Created talent/learning strategies for numerous companies, ranging from one of the world’s largest private organizations to a technology startup. Passion for building exceptional organizations from the ground up, “top grading” organizations from “good to great.”
- *Beyond Meat* - Led post-IPO efforts to standardize and upgrade Human Capital functions to support the doubling of product production capabilities. Key accomplishments included executive staff appointments, policy and procedure enhancements, and revamped new hire orientation.
- *Oakwood Worldwide* - Served as HR Executive in Residence. Drove procurement and implementation of PEO. Led HR organization res-structuring along with updates of working processes, policies, and procedures.
- *Cognotion* - Advisor to equity partners; crafted strategic market adoption plan and served as interim COO
- *University of California, Berkeley* - Executive Education offering created and led an award-winning international program for emerging HR leaders (4th year offered)

IGLOO PRODUCTS CORP - CHIEF HUMAN RESOURCES OFFICER 2015 - 2018
SECTOR: CONSUMER PRODUCTS (PRIVATE EQUITY) HOUSTON, TX

- Responsible for all aspects of human capital management (talent acquisition & planning, social media, benefits, compensation, employee relations, development, HRIS, employee communications, and organizational development), diversity & inclusion, environmental health and safety, government and community affairs, company store and on-site cafeterias. Served as Exec. Chairman’s chief of staff and “MoD” in his absence.
- Launched Centers of Excellence leading to organization-wide cost reduction, 22% reduction in HR staff, and implementation of new HRIS. Designed & drove massive overhaul of process, people & technology.
- Engaged in the research, design, and implementation of compensation and benefits programs, with key achievements that included:
 - Initiated the Operations Attrition Study to investigate and identify reasons for undesirable attrition, involving a review of all job descriptions/pay grades; reduced attrition by 50%

- Adopted a formal promotion and pay increase review process which accelerated manager requests; Developed and deployed a consistent pay scale throughout three regions in Asia
- Led initiative to examine best practices for the most expensive medical services market in the nation, successfully renegotiated reductions in administrative fees and HRIS technology support; selected new benefits broker, replaced 401 (k) administrator (expand investment options & services)
- Drove successful resolution of incessant, long-standing OSHA issue to the mutual satisfaction of ownership, and OSHA regional staff. Improved operational safety metrics year-over-year by > 20%.

AMGEN - CORPORATE INTEGRATED TALENT MANAGEMENT EXECUTIVE

2013 - 2014

SECTOR: BIOPHARMACEUTICALS

THOUSAND OAKS, CA

- Defined vision, strategy, and execution for talent, learning, and change management initiatives, served as the leader of the Core Transformation Team; pioneered a critical dialogue on diversity and inclusion
- Introduced unprecedented degree of excellence leading innovation while serving as an invaluable resource for all matters concerning talent, assessment, operations, learning, organizational transformation. Created enterprise-wide community of practice within the talent and learning domains, integrating more than 24 decentralized teams
- Maintained executive accountability for all Employee Lifecycle Activities, Performance Management/ Succession Planning, Learning & Development, Diversity & Inclusion, Learning Operations, and OD/ Learning

PITNEY BOWES - VICE PRESIDENT OF ENTERPRISE TALENT & LEARNING

2011 - 2013

SECTOR: DOCUMENT MANAGEMENT SOLUTIONS

STAMFORD, CT

- Launched an organization designed to meet the talent needs of this leading provider of technology; leveraged leading-edge shared services and centers of expertise launching the company's first global talent and learning organization
- Created the first Enterprise Learning Network providing exceptionally high levels of service to business leaders; launched an impressive roster of accomplishments in just two years by forming an effective leadership team, captured a 40% gain in course completion by integrating social media components while reducing instructor-led courses by 50% via innovative technologies
- Launched Centers of Expertise focused on sales, customer operations, service, leadership and management, and business systems; implemented a global sales training curriculum that improved sales by 16%

AMERICAN EXPRESS - VICE PRESIDENT

2005 - 2010

SECTOR: FINANCIAL & BANKING SERVICES

FT. LAUDERDALE, FL

- Rebuilt AMEX customer service environment; redesigned employee life cycle from hire to retire; managed all new hires in 34 call centers; achieved 20% headcount reduction with key functional streamlining
- Slashed employee attrition rate from 120% to under 24%, reduced training time for new hires to certification by 33%; newly certified customer care professionals performed 50% better than the tenured workforce; yielded four consecutive Best in Class JD Edwards service awards

INTEL

1996 - 2005

SECTOR: GLOBAL TECHNOLOGY MANUFACTURER

CHANDLER, AZ

DIRECTOR OF KNOWLEDGE AND LEARNING

- Effectively influenced the direction and execution of performance support solutions
- Spearheaded the first strategic long-range planning team focused on improving the status of women at Intel; achieved recognition as the leader of efforts to support women in technology; created Women @ Intel Network; awarded Intel's highest diversity award: Diversity Champion

DIRECTOR OF ENABLING TECHNOLOGIES AND SOLUTIONS

- Revitalized three Centers of Excellence supporting employee and capital performance for all manufacturing operations, developing solutions to optimize factory operations and use of assets

DIRECTOR OF TECHNOLOGY MANUFACTURING GROUP PEOPLE SYSTEMS/TRAINING/ STRATEGIC SUPPORT

- Exercised supervisory authority over a team of over 200 employees; led the development of global technical training for process, automation, equipment, safety, and manufacturing science production
- Championed the adoption of an enterprise-wide learning management system for global content sharing and collaboration; managed teams dedicated to improving performance; leadership coaching/training solutions

EDUCATION & PROFESSIONAL CERTIFICATIONS:

- Doctorate - Public Administration University of Southern California, Los Angeles, CA
- Master of Education - American University; Bachelor of Arts - American University, Washington, DC
- Certified Executive Coach from The Hudson Institute & The International Coach Federation, Certified in Neuroscience and Leadership from The Neuroleadership Institute and NeuroLink profile tools

PERSONAL INTERESTS & AFFILIATIONS:

- Running, Working Out - Yoga, Pilates, Weight Training, Reading, Writing, Global Travel
- Accomplished Dressage Equestrian, Community Volunteer, Dog Rescuer, International Student Host