

Chief People Officer Profile

Accomplished Chief People Officer with 15+ years of demonstrable success directing complex business operations, spearheading diverse projects, and leading strategic human resource management for macro-scale multinational organizations in IT sector.

Performance-driven business leader with proven expertise in strategizing targeted business plans and project objectives to drive commercial success and comprehensive business transformation. Experienced in providing strategic thought leadership to global HR teams and workforce to influence critical decision-making and foster productive corporate relationships aligned with business development goals. Articulate communicator and people-developer with ability to leverage C- Suite collaboration and employee management skills to optimize operational efficiency and staff productivity.

Areas of Expertise

- Human Resource Management
- Global Team Leadership
- Stakeholder/ Client Relations
- C Suite Collaboration
- Change Management
- Performance/Process Improvement
- Project Planning & Implementation
- Succession Planning & Review
- Staff Recruitment & Training
- Employee Engagement
- Acquisitions & Mergers
- D&I Initiatives

Accomplishments

- Remodeled GSN Games' global business by building effective people management strategy thereby lowering Opex and headcount by 25% and boosting profitability by 50%+. whilst reducing HR team from 22 to 14 members,
- Contributed significantly to processes to facilitate sale of GSN Games to Scopely for \$1B; executed post-integration plan and synchronized merger of diverse departments.
- Spearheaded post-acquisition GSN/Scopely response program to Ukraine War, provided financial support, and aided employees and families in relocations process.

Career Experience

Independent, Boston, MA
Consultant/ Coach

2022 – Present

Leverage industry experience to provide consultative support to Executive Teams, thereby enabling effective management of major change programs and related impact on people. Offer appropriate coaching to management professionals across all levels.

GSN Games/ Scopely, Boston, MA

2016 – 2022

Chief People Officer/ SVP Organizational Effectiveness

Designed and delivered key people programs Member of GSN Games Executive Team. Enabled Scopely's \$1B acquisition deal of GSN Games as member of core project team, which included managing all people aspects of sales process, coordinating pre- and post-sale communications and implementing post-sale integration plan. Coordinate and supervise activities of 500 employees from around the globe and guide team of 15 HR professionals across Asia, Europe, and North America. Plan and develop new operating model and nurture inclusive, adaptive, and forward-looking work culture to ensure uninterrupted organization-wide model implementation.

- Launched redesigned global performance management program to include equity plan and bonus program; also introduced job analysis project at Scopely.
- Led organizational design project for transition to a studio model with GSN Games and aid development of new leadership team to facilitate model operationalization.
- Spearheaded GSN's COVID-19 global taskforce to deliver all-round leadership and support to employees globally. Contributed significantly to Game Taco's acquisition of World Winner business as core project team's member.
- Created OE group to drive operational and managerial efficiency and accelerate execution of important projects.
- Harmonized transition of HR/Facilities and IT teams to counterparts at Scopely as integral member of GSN Integration Team.
- Established and chaired D&I Leadership Council, in collaboration with GSN TV HR, to outline and implement D&I strategy across GSN and Scopely.

- Introduced retention program for employees to initiate discussion on staff requirements, encourage engagement, and minimize retention rate to below 12% globally.

Electronic Arts, Redwood Shores, CA

2010 – 2016

Vice President – Human Resources/ Strategic HR Business Partner to COO, CFO & Chief Talent Officer

Provided operational support to COO, CFO and Chief Talent Officer as HR Vice President. Led 31-member team of business partners across Asia, Europe, and North America. Supervised global workforce of 3K employees. Proposed reduction in global workforce to minimize Opex as per specified target. Directed executive-level succession planning and talent review to evaluate performance of development action plan. Improved global finance and IT operations through effective restructuring. Spearheaded D&I initiatives by creating action plan to recruit candidates from diverse backgrounds, organizing workshops for COO extended management teams, and introducing internship program.

- Piloted world-wide implementation of new performance management program, including defining program objective, conducting quarterly meetings, and discussing reward-related matters.
- Contributed to development of board strategy document for COO team, appointed leaders to manage offsite tasks, and mapped future business plan to successfully transform and digitize business operations.
- Evaluated Team Health survey results, prepared appropriate action plan, enabled effective coaching of executives, and addressed all staff engagement issues in collaboration with senior leaders.
- Promoted e-commerce development and digital and IT capabilities by strategically identifying, recruiting, and coaching new talent.

HR Access (Owned by Fidelity), Madrid, ES

2006 – 2010

SVP & Head of Human Resources

Led global HR team of 30 members from 11 countries across EMEA and North America, including HRA University in Tunisia and Global Facilities team with a budget of £14M. Managed multiple business development and HR projects and presented reports to CEO and Chairman as key members of HR Global Leadership Team. Modified Executive Committee in EMEA region and replaced up to five executives to optimize committee's productivity. Reviewed performance of company-wide Leadership Team and Extended Leadership Team members. Liaised with Board of Advisors to regulate Compensation Committee's activities.

- Outlined, devised, executed HR Strategy in compliance with firm's Five-Year Strategic Plan.
- Institutionalized company's business operations in North America.
- Facilitated seamless business transition to Tunisia as Project Lead by developing HR plan with Works Councils, communicating offshore strategies with concerned leadership, and expanding business operations from 40 to 350 employees within three years.
- Led global business transformation, introduced new organization model in 2008 and 2010 as Project Lead; obtained project approval from Board of Advisors, conducted reviews with Works Council in Germany and France, and engaged in regular communication with Extended Leadership Team and wider HRA organization.
- Orchestrated transition and recruitment of Global Outsourcing Head for Leadership Team and General Manager for Europe and North America.
- Formulated new reward framework for EMEA-wide implementation to integrate bonus structure with current market data and stimulate banding for jobs.

Additional Experience

HR Senior Director – CAO & CEO Office, COLT Telecom Group Plc (part of Fidelity Devonshire Investors), London, UK
 Leadership Development Consultant, Morgan Clarke Consulting, Ockley, UK
 Director of Training & Development – EMEA, Amex TRS, Burgess Hill, UK
 Head of Training & Development – EMEA, Amex Bank, London, UK
 Training & Development Manager, Tiphook, London, UK
 Senior Manager, PEP Administration, MIM Britannia, London, UK

Education

Bachelor of Arts in History (Honors) - University of York, UK

Certifications

MBTI Certified

Affiliations

GLG Research - Advisor

