

ROSE MARTIN

Summary

Senior Human Resource professional with 17 years of generalist experience in a broad range of businesses. Competency includes a strong operations background and solid reputation for building high performance cultures focused on top line and bottom line results. Documented success creating and implementing effective business strategies, organizational development initiatives and expertise managing all facets of Human Resources from shop floor to boardroom.

Career Progression

1998 - 2005

ABC Company

Director of Human Resources (subsidiary Vice-President)

Manufacturer / Distributor / Retailer of houseware products with sales in excess of \$50 million.

- Responsible for management of Human Resources, Payroll, Administration, Fleet Services and Travel functions for all operations with direct reporting to Regional President and Sr. Vice President International Human Resources.
- Executive sponsor for a Global Sustainability Initiative that resulted in a 37% reduction of accident claims and a significant rebate under WSIB's New Experimental Experience Rating Program (NEER) Program during a 4-year period.
- Provide direction to HR managers in U.S., Mexico, Canada, Brazil, England, France, and Germany. Recently began working closely with HR managers in our Latin America subsidiaries as US President assumed accountability for these countries.
- Led task force for the implementation of a Human Resources Shared Service Center that saved in excess of \$625,000 in wages during first year.
- Managed implementation of PeopleSoft including international HR process reengineering, global payroll contract negotiations and Enterprise E-Time rollout for North America. Negotiated contracts that led to 17% savings in payroll fees per location
- Successfully negotiated 6-year collective agreement that included a performance based incentive reward program at no incremental cost to employer
- Executive sponsor for Organizational Fitness Profiling initiative. This initiative has made significant cultural changes that are unheard of within the houseware manufacturing industry posting top-line and bottom-line results.
- Worked with corporate compensation board on the creation and implementation of a global job leveling structure inclusive of executive compensation structure.