**Suzanne L. Frawley, CHRS, CPTD**

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**Human Resources and Talent Executive**

**Summary**

Experienced Talent Management and Development Leader with over 15 years of success in driving global talent strategies and HR initiatives for Fortune 500 corporations. Skilled in fostering collaboration across diverse teams, adept at strategic planning, and recognized for exceptional communication and coaching abilities. Proven track record of cultivating high-performing cultures, enhancing employee engagement, and optimizing leadership capabilities and potential while effectively managing costs.

**Key Skills**

Performance Management | Succession Planning | Talent and Learning Strategy | Global Leadership Training Organizational Design | Change Management |Continuous Improvement | Project Management

**Professional Experience**

**Tidewater Inc** - Houston, TX **2023 - Present**

**Vice President of Human Resources**

Lead Human Resources for 6,000 employees globally, provide direction to 5 direct and 7 matrix reports, manage $3M budget. Develop and execute HR and Talent Strategies, Succession Plans, Performance Management, Organizational Design, and Compensation to drive efficiency, scalability, and growth.

* Collaborate cross-functionally to Implement in 3 months the Global Talent Strategy, Practices, and Process, resulting in Board approval.
* Lead project to create compensation philosophy, structure, salary analysis, and revising job descriptions, resulting in streamlining job titles, pricing jobs competitively, and ensuring internal equity.

**Plains All American Pipeline** - Houston, TX **2018 - 2023**

**Director of Talent Management**

Directed HR Talent Management and Development for 4,400 employees in the U.S. and Canada, led a team of 5 and managed a $1.2M budget. Created and implemented Leadership Development, Onboarding, Talent and Learning Strategies Succession Planning, Career Pathing, and Organizational Design.

* Saved $81K by developing and delivering in just 6 months, a front-line leader program in collaboration with business leaders. Recognized by ATD Houston with a best-practice award for innovative design.
* Established and identified potential successors for senior executive roles by creating the talent and learning strategy in-house and the talent review process and tools, ensuring ease and adoption.
* Attained a 92% overall rating from leaders, resulting from designing, developing, and facilitating goal setting and performance management training while leveraging multi-media methods.
* Eliminated $630K+ by redeploying internal talent during reduction in force and retained up to 32 FTEs.
* Accomplished a market low attrition rate by initiating first time organizational career paths and roadmap for career development, created and revised 80+ job descriptions, increasing internal mobility.
* Reduced time spent by 50% in organization design process by creating user-focused tools and approach.
* Achieved the highest positive ratings for manager, after leading a 6-month engagement survey project, ensuring on-time launch and reporting, including identifying criteria, survey design, implementation plan, and vendor management.

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**PHILLIPS 66 -** Houston, TX **2015 - 2018**

**Director of Learning and Organizational Effectiveness**

Led the Talent Development in a 14K employee, 12 location organization, managed a team of 4 and a $3M budget. Crafted the Learning Strategy, implemented the leadership curriculum, coaching initiatives, talent selection, and professional development.

* Reduced costs $193K by implementing global curriculum on coaching, leadership, and business impact.
* Established onboarding for new people leaders in 4 months, onboarded up to 12 new office/remote leaders, by leveraging technology, ensuring consistent delivery and execution.
* Implemented 2 interactive experiential workshops in just 6 months for mid-level leaders that resulted in 5/6 in overall evaluations and 90% stated they improved the outcome of their business decisions.
* Saved $98K and delivered the engagement survey project on time and under budget by leading the survey report design, development, and delivery of action planning training to leaders.

**Boeringer Ingelheim** - St. Joseph MO & Columbus, OH **2008 - 2015**

**Director of Organizational Development - Vetmedica Animal Health Division - 2013-2015**

Led a team of 6 in 2K-employee, multi-site organization and managed a $1.2M budget. Created and implemented the learning strategy, organizational effectiveness, talent review, succession planning, leadership development, change management, coaching process, and LMS governance.

* Lowered costs 45% by developing 6 new strategic initiatives through organizational needs assessment and trend analysis.
* Achieved $550K in cost savings and avoidance by leading US Continuous Improvement team in identifying HR specific projects and implementing solutions.
* Reduced travel costs by $32K by gaining buy-in from executive team to implement an internal and executive coaching program to develop leaders in key roles.
* Attained approval to launch a leadership transition program, by partnering with VP, HR to standardize the Global Talent Review process, including high potential readiness, diversity, and retention data.
* Increased coaching graduates 5-fold in 1 year and received 5/6 in overall evaluations by leading the project to develop and implement an enterprise leadership curriculum.

**Associate Director, Human Resources Business Partner - Generic Products – 2013 - 2013**

**Manager, Human Resources Business Partner - 2012-2013**

Aligned HR initiatives with strategic goals for a 1200-employee site, collaborated with executives and 400+ client group. Directed Talent and Performance Management, Talent Reviews, Strategic Workforce Planning, coached leaders, led organizational design, and change agility.

* Achieved savings of $235K+ by reducing first-year new hire turnover cost
* Partnered with leadership team to lead talent review process, assessed performance, and high potential employees across the organization globally. Identified succession candidates for all site leadership and critical positions.
* Retained 3 high-potential leaders by coaching executives on development and succession strategies, and delivering career planning workshops, increasing internal mobility.

**Manager, Learning and Development - 2008-2012**

Directed a team of 6 and influenced 7 matrix reports of designers, developers, facilitators, LMS administrators, and eLearning developers and managed a $2M budget.

* Led team to consistently achieve an overall facilitator rating of 5/6 and 5.3/6 for leadership development curriculum, resulting in operating sites globally implementing the program.
* Awarded coveted Team Spirit Award resulting from mapping competencies, creating career maps, developing, and facilitating training, and coaching leaders.

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**ADDITIONAL RELEVANT EXPERIENCE**

**Novartis Animal Health** – Greensboro, NC

**Training Manager**

**Zoetis Animal Health** (formerly Pfizer) **–** Kalamazoo, MI

**Training Manager**

**Sales Consultant**

**Education & Certifications**

**Bachelor of Science (B.S.), Biology**

Wright State University, Dayton, OH

**Certified Professional in Talent Development**

Association for Talent Development

**Certified Human Resources Specialist**

Michigan State University

**Organizational Development Certificate**

Institute of OD

**In Progress - Society of Human Resource Management – Senior Certified Professional**

**Talking Talent and Development & 360 Coach** - Korn / Ferry International

**Organizational Culture Inventory and Leadership & Management Impact 360** - Human Synergistics Intl

**Master Trainer** - Inside Out Coaching - Inside Out Development

**Situational Leadership II Experience & Situational Self Leadership Facilitator** - Ken Blanchard Company

**Interaction Management & Targeted Selection Interviewing** Facilitator - DDI

**Crucial Conversations & Crucial Accountability Facilitator** - Crucial Learning

**Zodiak, The Game of Business, Finance & Strategy Simulation Facilitator** - Culture Partners

“**Insights for Innovation**” (Design Thinking) & “**Designing Strategy**” - IDEO

**NLP Master Practitioner & Motivational Coach -** Society of Neuro-Linguistic Programming

**Leadership Development Program** - Center for Creative Leadership

**Lean Six Sigma Green Belt** - Boehringer-Ingelheim

**Awards & Honors**

Best Practice Pinnacle Award for Frontline Leadership Curriculum - ATD Houston

Golden Shield Award Nominee for Engagement Survey - Phillips 66

Team Spirit Award - Boehringer Ingelheim

**Professional Affiliations**

**ATD Forum Board Member** (2022) - ATD National

“Leading the Learning Function,” Contributing Author, ATD Press

**ATD & Speaker / Co-facilitator** - ATD Conference