

RICK D. PURDY

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EXECUTIVE SUMMARY

A visionary **Senior Human Resources Executive** with a background of success improving organizational performance and leading global H.R. partner strategies for privately held companies and Fortune 500 corporations. Began professional career with General Electric and developed a strong track record in building partnerships to deliver practical, high-impact H.R. solutions. Solid experience working with best-in-class organizations in total rewards, talent management and business/cultural transformations and for implementing a broad-array of value added human capital strategies including outsourcing and consultative partnerships.

Executive Management Competencies:

**Talent Management // Change Management // Executive Leadership // Organizational Design
Human Resources // Strategic Planning // Talent Development // Coaching // Global Labor Relations
Divestitures & Integrations // Due Diligence // Acquisitions**

PROFESSIONAL EXPERIENCE

Talaris Therapeutics, Louisville Kentucky

3/2019 - Present

Vice President Human Resources

Responsible for all human resources services and operations for a Biotech start-up company with employees in 26 States. As a member of the executive leadership team, develop human resource strategies and execute implementation of solutions in talent acquisition, total rewards, leadership development, and management coaching.

S.M.C. Elizabethtown, KY

3/2015 - 2019

Vice President Human Resources & Organization Development

Responsible for all employee relations, organization development, and H.R. activities for multi-state auto manufacturing production and facilities operations in Georgetown, KY and Princeton, IN., Plano & San Antonio, TX

C-Suite Consulting – L.L.C., Louisville, KY

3/2015 - 2018

Principal-Providing consulting services to C.E.O.s and management teams in HR-strategy, operations, organization structure analysis, processes/practices reviews, and talent management and assessment systems for small to medium-sized businesses. Recent clients include: Hospice- Compassus, Pro-Rehab & S.M.C. Inc.

At C.E.O.'s requests:

Reviewed H.R. organizations structures in both size and scope for effectiveness in supporting current business and future business objectives. Recommended changes in H.R. structure configurations and

talent additions, upgrades and transitions to achieve best H.R. service delivery model for organization current and future state business.

Assessed and performed due diligence for recommendations of H.R. or system changes to optimize H.C.M., Compensations and Talent Management platforms/strategies (e.g. Workday, iCims, PayScale, and Workable)

Consulted and recommended changes on E.R. and U.A. practices including the creation/revision/implementation of new employee policies /handbooks.

ResCare Corporation, Louisville, KY

2011 - 2015

A Fortune 1000 company with \$1.7B in revenue that provides services to people with disabilities; a one-stop workforce contractor and the largest privately owned U.S. home-care company.

Chief Human Resources Officer

Recruited as Chief HR strategist and operations leader throughout the U.S. and Canada. As an S.E.C. officer and member of the executive leadership team reporting to the C.E.O., held responsibility for quarterly board and talent & compensation committee presentations as well as key business and enterprise risk management initiatives.

- Created and implemented the first-ever talent management and succession process and program.
- Developed and successfully managed the three-year benefits glide path for self-insured strategy, ultimately providing increased employee choice through multiple medical, dental, and ancillary benefits offerings.
 - Managed an extensive and competitive R.F.P. process to select and implement a new benefits marketplace exchange offering.
- Implemented first-ever total reward compensation structures consisting of bands, grades, and new titling conventions based on reference marketing. Developed and revised incentive growth and bonus plans for overall company and three SBUs.
- Launched a rigorous R.F.P. and review process over a seven-month period to implement an HRIS and new L.M.S. systems resulting in nine Fortune 100 vendors offering services and products e.g., WorkDay, Cornerstone, Success Factors, A.D.P. Vantage.
- Restructured total field H.R. organization to raise talent quality, effectiveness, and perceived value of H.R. to operations.

Kimberly-Clark Corporation, Dallas, TX

2007 - 2011

A multibillion-dollar, global consumer-products manufacturing company (NYSE: K.M.B.).

Vice President of Corporate Human Resources

Recruited to direct all facets of corporate H.R. and support global-business-partner strategy. Collaborated with business leaders and members of the Human Resources Leadership Team to re-engineer existing processes into a new and improved H.R. organization.

- Envisioned, developed, and deployed effective approaches to meet the complex demands of labor relations on an international scale, successfully supporting key business changes without adversely impacting operations.
- Instrumental in formulating a revised corporate talent review and succession protocol, in addition to updated competencies and skill models for use throughout the enterprise.
- Coached high-level executives and key functional staff on mentoring, communication style, and performance management.
- Improved employee morale as validated in employee surveys, lowered number of employee relations' issues, and successful EEOC claims. Served on UNCF advisory board for diversity initiatives.

- Instituted the company's first comprehensive Human Resources strategy, with HRLT leveraging superior leadership expertise to conform global H.R. development to a single unified vision governing employees worldwide.
- Cultivated relationships of mutual trust and respect with USW and global unions, averting an international organizing and smear campaign against the company.
- Orchestrated an H.R. Leadership Summit in Buenos Aires, providing targeted training to the company's top 100 human resources leaders from offices across the globe.
- Established a standardized H.R. curriculum across the entire corporation, empowering Human Resources to fulfill the role of business partner while improving consultative skills.

Phipps Houses Services, New York, NY

2005 - 2007

A not-for-profit developer, owner, and manager of affordable housing, with \$1.1B in property under management.

Chief Human Resources Officer and Vice President

Recruited to lead all human resources functions and provided critical guidance to the Chairman and C.E.O. to drive informed decision making on issues relating to team development, managed successions, and labor negotiations.

- Re-engineered HR functions, programs, and procedures that dramatically boosted productivity and efficiency.
- Developed and implemented all aspects of Phipps University.

Cadbury Schweppes P.L.C., U.K.

2002 - 2005

A multibillion-dollar British confectionery corporation with locations in North and Latin America.

Executive Vice President HR, Cadbury/Senior Vice President HR, Snapple Beverage

Recruited to serve an instrumental role in the creation and integration of all human resources functions prior to company sale to Kraft N.A.

- Decreased expenses by \$800K by developing and implementing new talent acquisition strategies, consolidating H.R. staffing functions, and forging new partnerships with preferred business partners at reduced rates.
- Developed first-ever talent management strategy that included the identification of high potentials, critical talent, and positions, which resulted in the bench pipeline. Collaborated extensively with McKinsey & Co. to define/clarify strategic vision, cultural objectives, and a hierarchical list of priorities.
- Improved the effectiveness of compensation, benefits, performance management, and talent management.

Pfizer/Warner Lambert, Inc., Milford, CT and Morris Plains, NJ

1998 - 2002

The world's second-largest drug company and provider of shaving products for men and women.

Vice President, Global Human Resources Operations, Schick/Wilkinson Sword

1999 - 2002

Vice President, Corporate Human Resources, World Headquarters

1998 - 1999

Recruited by a former colleague as V.P. Corporate H.R. and, within twelve months, promoted to Schick/Wilkinson Sword Global Operations, which was eventually divested after acquisition of Warner Lambert. Directed a staff of nine, a budget of \$10M, in the administration of all human resources functions across the entire organization.

- Collaborated with leading marketing communications agency J. Walter Thompson to define and disseminate a unified strategic vision for all global locations.
- Served in a key role as Chairman of the North American Human Resources Policy Committee, resulting in the generation of standardized policies regarding the treatment of associates across all geographic sites.
- Effectively reduced general and administrative expenses by \$11M through the redeployment of marketing and sales resources in Europe and the reorganization to a single management hierarchy throughout Europe.

Previous experience with **Prudential Healthcare** as **Senior Vice President of Human Resources** and **Aetna Corporate Headquarters** as **Vice President of Human Resources**. **Began professional career** with **General Electric** and moved through various **Human Resources** positions of increasing responsibility.

EDUCATION

MBA, LaSalle University, Philadelphia, PA,
B.B.A., Simon School Of Business, Temple University, Philadelphia, PA,

MANAGEMENT DEVELOPMENT

Harvard Pfizer Executive Development Program
G.E. Human Resources Management Development Program

PROFESSIONAL AFFILIATIONS

Adjunct Professor University Of Louisville Graduate School of Business

Society of Human Resources Management (SHRM), Member,
Southern Regional Conference, Key Note Speaker
Topic: Strategic H.R. Business Partnering
Executive Leadership Council Washington, DC

Mercer, Miami, FL Client Conference, Speaker/Panelist
Topic: Affordable Care Act (A.C.A.) Strategy and the Private Exchange Solution
Dallas & Houston Executive H.R. Summits, Co-chair/Governing Body

Executive Leadership Council (E.L.C.), Washington, DC

BOARD EXPERIENCE

Simmons College, Louisville, KY
Kentucky Country Day School, Louisville, KY
Urban League of Louisville, Louisville, KY,
United Negro College Fund (UNCF), Dallas, Texas