

DANIEL WEST

“AFTER”

SENIOR LEVEL EXECUTIVE

HUMAN RESOURCES - BUSINESS MANAGEMENT

Top performing global professional providing innovative and strategic leadership in Fortune 500 caliber and high growth entrepreneurial environments. A strong relationship builder, negotiator, and facilitator able to develop consensus with key internal and external decision makers. Demonstrates broad-based strengths in:

Strategic Planning
Compensation & Benefits
Organizational Development
Succession Planning
Recruitment

International & Domestic
Finance & Budget Management
Operations Management
Executive Coaching
Cost Containment

Merger & Acquisition Integration
Organization Building
Staff Management/Development
Team Building
Employee Relations

PROFESSIONAL EXPERIENCE

HP CORPORATION, Palo Alto, CA and London, UK

1991 - Present

Senior Human Resources Manager, Palo Alto, California (1998 - Present) - Direct HR function for the largest non-technical group in the company with 4000 employees (*Printer* and *Scanner* marketing organizations). Led team of 11 (3 Managers, 3 Generalists, Compensation and Benefits Manager, 2 Recruiters, and 2 Assistants). Managed a \$2 million dollar operating budget.

- **HR Integration** - Merged HR function of Printer and Scanner Divisions to eliminate disparity in the job levels, job descriptions, compensation plans and standards for promotion. Brought the two teams together at the director level to completely redesigned job levels, job descriptions and the compensation structure. The plan was immediately approved at the executive level and implemented in only three months. Reduced employee turnover rate for the two groups from over 15% to less than 3% in one year.
- **Organizational Development** - Developed a dynamic five-year succession/staffing plan that was updated and utilized semi-annually to determine promotions and identify recruiting needs.
- **HR Management** - Provided executive coaching and thought leadership to 4 vice presidents and 25 general managers. Introduced a comprehensive human resources review process as an integrated part of the semi-annual business review. Collaborated with the applications development team to create a program that collected/reported employee performance and rewards data; an effort that resulted in a 75% savings in manpower.

International Human Resources Director, London, UK (1993 - 1998) - Challenged with establishing a start-up HR function for the Africa, India and Middle East Regions directly reporting to the Regional Vice President and supporting 9 country General Managers. Built a multi-national team of 20 (9 HR Managers, 9 HR Assistants, 1 Recruiter and 1 Compensation and Benefits Manager) to provide comprehensive HR services to HP offices in South Africa, Egypt, India, Saudi Arabia, United Arab Emirates, Israel, Greece and Turkey. Managed a \$500,000 operating budget.

- **Executive Development and Coaching** - Designed and implemented professional development programs for each of the 9 country General Managers, focusing on recognizing and building leadership abilities; 8 of the 9 are high performers and still employed by HP; five achieved Vice President roles.
- **Acquisition Integration** - Integrated 20 sales and marketing employees into the India subsidiary after HP acquired a local scanner manufacturing company in New Deli. Redesigned the organizational structure of the subsidiary to capitalize on the talents of both the existing and acquired teams. Negotiated new compensation package with each of the 20 acquired employees.
- **Compensation & Benefits** - Developed localized and expatriate compensation and benefits plans to attract and retain the best and the brightest talent in each country.
- **International/Employee Relations** - Played major role in facilitating working relationship between members of the Saudi Arabia and Israel offices despite cultural and religious differences. Engaged two respected and influential leaders from the Muslim and Jewish communities to assist negotiating an agreement that would enable the two teams to work together as needed; the agreement continues to be successful today.
- **Expansion** - Coordinated the opening of new offices in Johannesburg, South Africa and Cairo, Egypt, with direct responsibility for staffing, negotiating office leases, and developing employee policy and procedures manuals.

Continued

HP CORPORATION

Recruiting Manager, Palo Alto, California (1991 - 1993) - Recruited to HP to run the College Recruiting Program, the company's primary lifeline during one of its peak growth cycles. Led team of 40 College Recruiters charged with hiring over 1200 recent graduates for Development, Program Management, Marketing, Sales, and Product Support positions. Managed \$20 million budget and 55 total staff.

- **Recruiting** - Increased hires from 500 in first year to 700 and 1200 in the second and third years respectively. Successfully redesigned an ineffective college recruiting program that was negatively impacting the company's ability to recruit top graduates from strategic colleges and universities across the US. The new program courted both universities and students to ensure prime interviewing slots were allocated to HP. Increased schools from 40 to 65, and increased the frequency of good will visits by top executives.
- **Cost Containment** – Developed and implemented a defined travel policy for recruiters and candidates, and new guidelines for candidate signing bonuses. Cut relocation expenses by reducing the number of relocation companies from 4 to 1 and negotiating more favorable rates. Reduced overall recruiting costs 30% while increasing new hires by 140% over a three year period.
- **Innovative Leadership** - Created strategy to fulfill the rapidly growing need for recruiting personnel company-wide in the face of HP's exploding need for candidates. Tapped candidates that were almost hired for marketing positions to build a new pool of recruiter candidates that accounted for 25% of all recruiter positions filled across the company. Received recognition for a special assignment to staff 2 new Product Support Offices with 500 technical personnel. Completed the project in 60 days with a cost-per-hire at 10% below company average.

ENCYCLOPEDIA BRITANNICA, INCORPORATED, Columbus, OH**1990 - 1991**

Assistant Controller - Hired by this Price Waterhouse client with specific mandate to improve collections and cash flow. Managed accounts receivable staff and human resources manager.

- Negotiated performance-based product incentive program with controllers of major clients; achieved reduction in average days of receivables outstanding from 45 to 35 days company-wide; increased annual cash flow by \$1.5M.
- Successfully worked with bankruptcy court and collected \$50,000 of unsecured debt from former customer who had filed for bankruptcy and still owed Encyclopedia Britannica \$75,000.

PRICE WATERHOUSE, Chicago, IL**1986 - 1990**

Senior Accountant / Auditor - Audited major multi-national corporations and national banks. First accountant in start-up group of 60 to independently manage a complete audit and directly supervise staff.

EDUCATION

NEW YORK UNIVERSITY, New York, NY
Bachelor of Science, Accounting, 1986

PROFESSIONAL LICENSES & AFFILIATIONS

Certified Public Accountant, 1988 (currently inactive)
Society for Human Resource Management, Member