

Marvin A. Russell

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Globally experienced **Author, Consultant, Key Note/Motivational Speaker focusing on Executive Leadership Development and Human Capital Consulting** with bi-lingual and multi-cultural skills, an “internationalist” and successful developer and implementer of multi-faceted change management strategies. Respected as an effective, result focused, functional leader with diverse industry experience in manufacturing, pharmaceuticals, healthcare, consumer and commodity products, and not-for-profit and government, with expertise in:

- Strategic Human Resources Planning
- Performance & Change Management
- Executive Compensation & Benefits
- Merger/Acquisition Integration Management
- Career Development
- Leadership Development & Talent Management
- Diversity Operations Leadership & Consulting
- Board Relationship Management
- Labor Management & Employee Relations
- Process Quality Management

EDUCATION

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|--------------------------------------|--|----------------|
| Capella University | PhD (International Human Resources) | Targeted: 2013 |
| Indiana University | MPA (Public Administration) | 1981 |
| University of Notre Dame | BA Degree (Theology major, Sociology minor) | 1977 |
| | Athletic Scholarship Football, 1973 National Champions | |
| Wyoming Seminary College Prep | Post-Graduate Degree | 1973 |
| Ford City High School | Ford City, PA | 1972 |

PROFESSIONAL EXPERIENCE

Marv Russell and Partners, Chicago, New York, and South Florida 2010 -

Founder of a high impact consulting group, providing global leadership development, consulting and senior executive coaching intervention. The firm provides global solutions and has multinational consultants representing both the U.S and Europe, devoted to creating organizational value by maximizing performance. Our clients have diverse needs and therefore need diverse human capital architects to meet competitive global demands. Marv Russell & Partners provide solutions as trusted guardians of the human capital expertise.

Author, “Linebacker in the Boardroom: Lessons in Life and Leadership” 2011

Linebacker in the Boardroom discusses the demand for excellence and accountability in all things we do. I talk about how those demands translated into lessons in my successes and failures in life, and how the lessons I learn can be applied to anyone’s leadership journey. It’s an examination and a demand for personal and professional accountability, and how to search for your individual opportunities to make a difference: what I call **Impact Zones**.

Continuum Health Partners, New York, NY 2008 - 2010

\$3Billion parent company for the partnership between NYC’s Beth Israel Medical Center, St. Luke’s and Roosevelt Hospitals and Long Island College Hospitals.

Senior Vice President Human Resources

Reported to the CEO and Chief Operating Officer with a team of 100 HR professionals, responsible for all facets of human resources for 17,000 employee healthcare system, including strategic operations, compensation and benefits, HRIS, organizational development, succession management, labor and employee relations and diversity operations.

- Lead the employee relations and collective bargaining for company’s 24 unions

- Lead the successful annual recruitment of 2,000 healthcare professionals with only 7 recruiters
- Lead the on-boarding and processing of 400 residents per year
- Lead team that completed the restructuring and process documentation of the recruiting function
- Severed as the chief executive coach for the company's leadership band of 125 executives
- Developed and lead implementation a new system-wide performance management system
- Lead team who developed and implemented the first leadership competency model
- Developed and implemented budget and operational efficiencies resulting \$2.5M HR cost savings
- Developed and implemented company's first talent management process

ASCENSION HEALTHCARE, St. Louis, MO

2006 - 2007

Largest not-for-profit healthcare system with \$13Billion in revenue, 70 hospitals and 106,000 associates in 38 states. Ascension is a newly consolidated Catholic hospital system, operated by three orders of nuns whose work began over 400 years ago in Paris, France.

Senior Vice President Human Resources

Responsible for all facets of human resources, including strategic operations, compensation and benefits, HRIS, organizational development, succession management, labor and employee relations. Reported to Chief Operating Officer.

- First to occupy position since company's creation in 2006, responsible for recruitment and development of complete HR team and HR system.
- Created new "Pay for Performance" system, incorporating matrix distribution model for pay distribution. Trained all corporate and subsidiary staff on new philosophy and system.
- Innovative compensation and job evaluation structure designed to flatten organization and reward performance and financial growth in technical disciplines.

ALPHARMA INC, Oslo, Norway

2004 - 2006

Mid-size global pharmaceutical company with \$1B in sales, in 28 countries with 6,000 associates.

Vice President, Organization Management and HR (based in Copenhagen, Denmark then New Jersey)

Responsible for development and deployment of HR systems, organization and talent management, globally centralized strategic recruitment, as well as, HR functional oversight for Global Branded Products Operations, Compliance, Regulatory and Medical Affairs. Reported to EVP Human Resources.

- Restructured and deployed comprehensive, worldwide organization development system, including talent and performance management processes.
- Developed company's first strategic, team-based high performance management development program for executives. Instruction from renowned consultant/professors from leading universities in US and Europe. Program designed to challenge traditional performance paradigm and drive high performance behavior in preparation for sale of operation.

PECHINEY SA, Paris, France

2000 - 2004

Global aluminum and packaging products manufacturer with \$15B in revenue, 35,000 associates, operating in 300 facilities, across 60 countries.

Vice President Organizational Development and Chief Learning Officer (based in Paris, France)

Responsible for development, implementation and operation of the Pechiney Learning Institute: High Performance Learning System, including performance consulting activities, leadership competency development, and all workforce training programs and technical knowledge management. Also served as company's chief internal consultant on US issues concerning HR systems and practices, and strategic problem resolution. Reported to EVP Human Resources.

- In response to major manufacturing losses of \$30M in each of two successive years, successfully negotiated collective bargaining agreement with USWA. This Local maintained the longest work stoppage in US history for two years.
- As foundation to pending labor negotiations, completed management team assessment and restructuring.

SCHNEIDER ELECTRIC SA, Paris, France 1994 - 2000

Global manufacturer of electrical distribution equipment with \$20B in sales, 22,000 associates in 45 countries.

Vice President Quality Systems and Customer Satisfaction (based in Paris, France) (2000)

Reporting to the Chief Operating Officer, responsible for company's quality system for 240 manufacturing facilities, implementation of Six Sigma, and lean manufacturing practices.

- Completed re-engineering of global quality system including all facets of customer satisfaction, supply chain efficiency and inter-plant quality interface.

Vice President and Chief Learning Officer (based in Paris, France) (1998 - 2000)

Reporting to the SVP Human Resources and Administration, responsible for *Institut Schneider de Management* (corporate university), leadership development and high performance business unit consulting activities. Reported to EVP Human Resources and Communications. Restructured learning environment for global application and acceptance of education systems, knowledge management and high performance consulting.

Vice President Quality Systems and Customer Satisfaction North America (1996 - 1998)

Reporting to SVP Human Resources and Administration North America, responsible for TQM system for 40 manufacturing facilities and customer service network of 140 locations.

- First to occupy new position implementing an integrated approach to associate satisfaction as predictor of customer satisfaction indices.

Director Organizational Development and Education (1994 - 1996)

Reported to SVP Human Resources, managing \$7M corporate training operation.

- Created Square D University, a profit center providing training and education to 17,000 employees and to company's 1,500 channel network customers.
- Co-directed development and implementation of new \$9M electronic order management system, which linked over 3,000 sales, manufacturing, and engineering and distribution channel partners.

UNITED TECHNOLOGIES CORPORATION, Hartford, CT 1984 - 1993

Global manufacturer of aerospace and building products with over 200,000 associates and \$48M sales.

Director Human Resources and Labor Relations, Carrier Corporation (1992 - 1993)

Responsible for salaried and bargaining unit human resource activities, including role of Chief Negotiator for 1,500-employee manufacturing operation labor contract.

- Successfully negotiated labor agreement, resulting in consolidation of two manufacturing facilities, implementation of a gain sharing and point of use manufacturing systems.
- Two-time winner of corporation's "Extraordinary Management Award"

Director Leadership Development and Succession Planning, Carrier Corporation (1990 - 1991)

Responsible for company's management development activities and succession planning. Served as Member of one the nations first Diversity Integration Taskforce, working with Executive Committee and Board of Directors.

Director Human Resources, Carrier Corporation (1989 - 1990)

Responsible for team of HR generalists and staffing department, supporting operational functions. Successfully served as Relocation Director for Carrier Corporation's corporate relocation from Syracuse,

NY to Hartford, CT including executive relocation, outplacements, COLA design and facility management.

Corporate Human Resources Manager, Carrier Corporation (1988 - 1989)

Manager Labor Relations and Factory Employment Carrier Corporation (1986 - 1988)

Supervisor Factory Employment, Carrier Corporation (1984 - 1986)

STATE/COUNTY OF INDIANA

1977 - 1984

State Deputy Director Indiana Civil Rights Commission (1981 - 1984)

Chief Probation Officer, Elkhart County Probation Department (1979 - 1981)

Probation Officer, St Joseph County Probation Department (1977 - 1979)

Youth Counselor, South Bend Youth Services Bureau (1977)

SPECIAL ACCOMPLISHMENTS, HONORS, AWARDS, AND AFFILIATIONS

- **Expatriate:** Eight years living and working in Europe; worked in 40+ countries
- **Member:**
 - Boca Raton Chamber of Commerce
 - International Coaching Federation
 - Society of Human Resources Management (SHRM)
 - Tower Club of Fort Lauderdale, FL
 - American Society of Healthcare Human Resources Administration
 - University of Notre Dame Club of New York City
 - University of Notre Dame Club of Chicago
 - University of Notre Dame Club of Ft Lauderdale
 - University of Notre Dame Monogram Club
 - NAACP Life Member
- **Language Skills:** Business French, Basic Spanish, Basic Swahili
- **Shingijutsu Kaizen Certification:** Kyoto, Japan
- **American Embassy France:** Guest Speaker Management Development lecture series for developing commercial based activities in French speaking Africa
- **Visiting Professor International HR and Organizational Development:** HEC: École des Hautes Études Commerciales de Paris (French equivalent to Harvard MBA), Paris, France
- **Board Memberships/Trustees (present and past)**
 - YMCA's of South Palm Beach County, FL
 - Alexian Brothers Hospitals, Chicago, IL
 - Palatine High School District 211 Business Advisory Board, Palatine, IL
 - Bridge Youth Services, Palatine, IL
 - Elkhart Urban League (President), Elkhart, IN
 - Social Concerns, 2nd Episcopal District (Chairman), Methodist CME Church
- **Honors & Awards**
 - Two-time winner of UTC Extraordinary Leadership Effective and Teamwork Award
 - Christian All American Team
 - Ford City Pennsylvania Heritage Hall of Fame
 - Wyoming Seminary College Preparatory School Sports Hall of Fame
 - Armstrong County All Sports Hall of Fame
- **Ordained Methodist CME Minister:** Pastor, Stewart Memorial CME Indianapolis, IN; Pastor, Phillips Chapel CME Addyston, OH

- **Motivational Speaker, Trainer and Workshop Leader:** subjects including leadership, international HR management, diversity, organizational development, multi-cultural business practices. Examples:
 - **Boca Raton Executive Club Luncheon**
 - **Tower Club Professional Breakfast Forum, Ft. Lauderdale, FL.**
 - **Cook County, State of Illinois**
 - **South Florida Business Journal Annual HR Awards**
 - **HEC Paris, France: 30th Anniversary MBA Celebration**
 - **Vanderbilt University: International MBA Global Tour**
 - **Tetra Tech Environmental Management: Annual Conference**
 - **Stewart Memorial CME Church: Annual Fund Raiser**
 - **ECAD Consulting: Paris, France**
 - **Right Management: New York, NY**
 - **New York City Career Development Forum**
 - **Greater New York Minority Leadership Healthcare Association**