

Karen Stoneman, SPHR

Experience

2006 – Present *Sysmex America, Inc. (\$500M Americas division of global corporation with \$2 billion in sales; 7,500 employees) – Lincolnshire, IL*

Vice President of Human Resources

- Responsible for all human resources, employee communication and organizational development activities for Americas region (US, Canada, Latin America); reporting to Chief Executive Officer and member of Executive Steering Committee and Global HR Leadership Team.
- Established direct sales, marketing and service organization in Canada including hiring General Manager and entire field team, transferring talent from current distributor, and developing competitive HR programs and practices; leading to improved sales performance with 30% growth annually.
- Led successful North American HR M&A and integration efforts for a new molecular testing business (Sysmex Inostics) and a new flow cytometry business (Sysmex Partec) expanding the business portfolio throughout the region.
- Implemented self-insured consumer-driven benefits programs resulting in benefit costs savings each year (less than national averages), implementation of health management and wellness programs, and improved experience across all lines of insurance.
- Developed first succession planning and talent review process for organization resulting in 100% retention of high potential and high performer employees annually and comprehensive development plans in place for all key talent and roles.
- Implemented competitive market-based salary structure for Sysmex including implementation of broad pay bands and pay-for-performance salary administration and bonus programs.
- Deployed new Company Vision and Values throughout the organization resulting in over 90% employee understanding and commitment to the new corporate philosophy, determined through ongoing employee engagement survey process.
- Led successful external recognition programs resulting in being selected to be part of the Companies that Care Honor Roll (2009-2016) and selected as a Best Place to Work in Brazil (2015), Best Place to Work in Healthcare (Modern Healthcare, 2011) and a National Standard Best Workplace (Chicago Tribune, 2013).

1996 – 2006 *Baxter Healthcare (\$10 billion in sales; 50,000 global employees) – Deerfield, Illinois*

2004 – 2006

Vice President of Human Resources for Renal Division and Strategic HR Partner for Baxter Japan

- Responsible for all human resources, talent management, and organizational capability activities for global division; reporting to CVP-HR and CVP-Global Renal; representing Renal on Baxter's Senior HR Leadership Team and Renal's Executive Leadership Team.
- Led organizational turnaround activities, resulting in establishing new Leadership Team (changeover of 80% of the executive team), development of new management processes, restructuring of the Division resulting in \$20M in annualized savings, and establishment of a new structure across R&D, Medical Affairs, Marketing, Quality, and the US.
- Established new Global Leadership Development Program, including capability building with Northwestern University and deployment of an ongoing peer learning process.
- Led the development and deployment of a new operating model for HR resulting in the roll-out of Centers of Excellence and increased use of outsourcing and technology -- resulting in a headcount reduction of 35% without negatively impacting service.
- Served as the Strategic HR Business Partner for the new President of Baxter Japan including the formation of his new leadership team, executive team building with his direct reports, and staffing critical senior level positions.

2000 – 2004

Director of Human Resources for Fenwal Division

- Senior-level HR business partner for Divisional and sales teams; leader of Organization Development team and member of Baxter's Global HR Planning and Development Forum, US Benefits Appeal Committee, and Relocation Outsourcing Team.
- Decreased time-to-fill positions by 40% by implementing proactive workforce planning and staffing processes.
- Recipient of the Baxter Global HR 2002 Best Investment Award for effective talent management results.

1998-2000

Director of Global Talent Planning

- Project Leader for the deployment of Baxter's global Talent Management initiative, including common on-line performance review and development planning processes, and development of Baxter's first global core competency model.
- Managed Baxter's staffing and development processes for Baxter's top 300 executives, including internal staffing, critical job and talent reviews with Baxter's CEO and Executive Management Teams, and succession management for key positions.

1996-1998

Program Manager, Baxter Institute

- Served as senior Organization Development Consultant supporting Baxter's divisions, functions, and regions.
- Content expert for Baxter's multi-source feedback and performance management processes; consulted with internal clients in the areas of strategic planning, team development, and organizational redesign.

1990-1996

Watson Wyatt Worldwide (10,000 global employees, now Towers Watson) -- Chicago, IL

Senior Organization Effectiveness Consultant

- Assessed client needs and designed and deployed solutions in the areas of HR reengineering, management development, employee research, and performance and rewards.
- Managed large-scale client projects of over \$1M, with team members from organization effectiveness, communications, and total compensation; clients included CNA Insurance, Kellogg Company, Peoples Energy, AT&T, and BP/Amoco.
- Exceeded client billable hours and targets each year through successful engagements, referrals, and repeat business.

Education

Western Michigan University

- B.S., Psychology, Graduated Summa Cum Laude

Western Michigan University

- M.A., Industrial/Organizational Psychology, Graduate School Fellowship

Affiliations/Certifications

- Senior HR Professional Certification through HRCI
- Certified Facilitator for Covey's "7 Habits of Highly Effective People", TMS' "Team Management Index" and "Linking Skills Index"; DDI's "Targeted Selection" and "Leadership Mirror"; and PDI's "PROFILOR 360-Degree Process"
- HR Advisory Group Member - CareerPlace (Formerly The Barrington Career Center)
- Board Member – Lake County Workforce Investment Board
- Member of the College of Lake County Business Advisory Committee
- Member of the United Way -Lake County Women's Leadership Council
- Past Board Member – Ten Thousand Villages (non-profit organization)
- Past Vice President and Secretary, International Society of Performance Improvement Chapters