

PAUL J. MACCARO
37 Surrey Lane, Sparta NJ 07871
(973) 729-5759 (H) 973-903-2552 (M)
pmac26@embarqmail.com

PROFILE

Human Resources Leader in Global Learning & Organizational Development with contagious energy and collaborative style that delivers results for the business; fosters organizational improvement through partnering, strong assessment skills, and practical application.
Key Accomplishments: Assessed Leadership Competencies and implemented Learning Programs for all leadership levels in multiple industries; Led Talent Review process for Top 200 with C-Suite; Designed Learning Strategy for skills required to implement the Operating System for Fortune 100 Global Company; Created and executed Change Management Plan for enterprise-wide ERP Systems; Won Performance Awards for Execution: PM&D Process, and HON Operating System.

EDUCATION

MA, Training and Organization Development, Montclair State Graduate School, Montclair, NJ
BA, History, Montclair State College, Upper Montclair, NJ

**FUNCTIONAL
EXPERIENCE**

Learning & Development

- Conducted cross-enterprise Assessment / Competency Development for Honeywell's Technology & Operations; developed & implemented Learning Strategy, and related Curriculum driving skill improvement and talent movement.
- Integrated Leadership Development Program objectives with Functional Learning to strengthen alignment of business objectives and leadership direction.
- Facilitated Learning Sessions: Leadership Skills, Change Management, and Performance Management in AP / EMEA / NA regions ensuring consistent transfer.
- Executed distributed learning methods to drive learning transfer in all programs, improving key business results in safety, quality, productivity, and leader skills.
- Assessed project management competencies for LOB's and developed the PM Learning Path; implemented globally to drive project success.
- Led HIPPA Design Team to develop and implement Privacy Training through eLearning for all employees impacting culture change around privacy and meeting compliance requirements.
- Developed competency-based learning and certification programs including Management Development, Supervisory and Technical Skills Training resulting in improved problem solving, performance management, and employee involvement in a unionized environment.

Leadership Development & Talent Management

- Led Staffing and Talent Development; implemented skills assessment, developmental assignments, and succession plans resulting in a 50 percent improvement of managerial successors.
- Established Talent Management process with C-Suite Leaders; focused development on talent acquisition competencies, top talent and hi-potential moves, and critical jobs to address the succession pipeline.
- Developed and implemented consistent annual process for Talent Review across organization; initiated Talent Advisory Groups in corporate functions.
- Improved and implemented competency models for functional hiring, on-boarding and career path structures within lines of business.
- Implemented assessments for leadership and team development: 360 Feedback System, Myers - Briggs, FIRO-B, Leadership Assimilation & Derailers.
- Implemented improvements to Succession Planning process, and developed Guide for HR Partners providing better focus on organization issues and key talent development.
- Developed and implemented constructs for Career Paths of Finance and IT Leaders creating a more formal and measurable process.

Organization Development & Change Management

- Selected as Learning / OD Lead on the Steering Team for the *Honeywell Operating System*; led the design and development of the learning strategy and execution of HOS globally for all Business Units.
- Led and executed Leadership Team Development tools, IT and EHS&R Functional Org. Design, and Action Planning Teams for Employee Survey.
- Planned strategy on Core team and led the Change Management Team for the *HR PeopleSoft Project* implementing assessments, communications, and new process sessions.
- Collaborated with C-Suite Leaders to improve effectiveness of cross-functional initiatives and *Six Sigma* outcomes by creating the Change Management Toolkit.
- Developed and launched the change initiative for Pre-merger Integration including process communication, roles/responsibilities, and training design.
- Collaborated with VP, Global Sourcing and Sponsors to re-engineer procurement processes and develop effective change plans for future process design.
- Improved client organizational effectiveness and processes through business initiative projects resulting in new customer order process, and balanced scorecards.
- Led the Change Management Team for *SAP Financials and Procurement* developing CM strategy, implementing a process methodology, and delivering change impact plans for North America.

**PROFESSIONAL
EXPERIENCE**

HESS CORPORATION, New York City, New York **2008 – 2009**

Hess is a \$41 billion global independent energy (crude oil, natural gas) company.

Corporate Director, Talent Management & Organizational Development

HONEYWELL INTERNATIONAL, Morristown, NJ **2003 – 2008**

Honeywell is a \$36 billion global leader in aerospace, controls, transportation, and chemicals.

Corporate Director, Learning – Functional Excellence

MERCK-MEDCO, Franklin Lakes, NJ **2000 – 2003**

Medco Health Solutions is a \$50 billion pharmacy benefits manager (divested from Merck).

Director, Organization Development

WARNER LAMBERT (now Pfizer), Morris Plains, NJ **1997 – 2000**

Pfizer is a \$48 billion global pharmaceutical company (including the WL and Pharmacia mergers).

Director, Organization and Talent Development

FRIGIDAIRE HOME PRODUCTS, formerly in Edison, NJ **1989 – 1997**

Frigidaire is a multi-billion company of AB Electrolux, a Swedish manufacturer of appliances.

Manager, Organizational Planning and Development (1994-1997)

Manager, Education and Training (1989-1994)

R.H. MACY & COMPANY – Corporate Data & Credit, Cranford, NJ **1987 – 1989**

R.H. Macy & Company is now part of Federated Department Stores.

Training Manager

JAMESWAY CORPORATION – Distribution Center, Cranbury, NJ **1985 – 1987**

Jamesway Corporation has been dissolved.

HR / Training Coordinator

**PROFESSIONAL
DEVELOPMENT**

Affiliations: ASTD and ODN – NY Chapters

Certifications: Six Sigma Green Belt, Lean Enterprise, MBTI and FIRO-B Assessments