

Andrée SUZAN

PROFILE & CAREER OBJECTIVES

Human Resources VP and Senior Business Partner with over 25 years of experience developing business-aligned HR strategy and initiatives to support organizations goals and success in a global environment (Europe, US, Asia).

Highly effective in partnering with leaders and teams to create a high performance culture and influence towards achievement of organizational goals. Demonstrated exceptional team and individual performance. A trusted advisor and team player with proven track record of quickly building credibility. Always committed to the company success.

Excellent interpersonal and written communications skills.

<u>SPECIALTIES</u>	<u>PROFILE</u>
Organization assessment and design	More than 25 years of experience in HR management and leadership
Change Management & Large-scale transformation	Solid multicultural exposure US, ASIA and Europe
Talent Development and Management, Succession planning	Master degree in Sociology completed by a post graduate in HR Leadership & Management
Leadership Coaching- Employee Engagement	French native language, English advanced, Italian and German beginner level
Selection of high potential employees	
Competency development	
Performance management development	

CURRENT POSITION



ADB Global Executive Vice President Human Resources (from December 2013)

Lead the HR functions globally, managing and developing the human capital across the organization. Support ADB business transition and transformation with significant cultural change management objectives related to the changing demands of the market. As a member of the executive leadership team, play a significant role as a Business Partner in strategically growing the organization and its members. Develop all HR and organization capabilities and maintain a positive, performance and customer-oriented culture of excellence utilizing industry best practices in a consistent way. Implemented all the foundation for HR to be perceived as a business support function.

- Review the organisation and talent skills for better alignment with company strategy
- Restructure the organization accordingly
- Drive a change management program supporting business transition and cultural transformation with a substantial development program for leaders and managers
- Align the HR team from regional focus to more global orientation and consistency
- Implemented a high performance culture through some key HR processes and tools

PREVIOUS EXPERIENCES

CTS Group Partner and Consultant (June to November 2013)

Management and Human Resources consulting, training and coaching

“Evolutive HR” (September 2012 –May 2013)

Senior HR consultant

Consulting and coaching projects to leadership and HR teams in the following areas: organization design, Performance Culture, Change management



LOGITECH EUROPE SA, Morges, Switzerland (January 2008 –August 2012)

Human Resources Director- Senior Business Partner- for the Worldwide Sales & Marketing group
Coordination of the EMEA HR Team

Led a team of worldwide HR Business Partners (EMEA, AMR, APJ, China) and HR professionals to support worldwide Sales & Marketing organization. Worked closely with the Senior Vice President of worldwide Sales & Marketing, the Regional Sales Vice Presidents and HR executive team to develop The HR strategy, the talent agenda and HR practices in support of a fast growing business. Drove projects as well as HR processes and tools. Supported many corporate initiatives and guaranteed their alignments in all regions:

- Set up the organization and created new entities in the Emerging areas (BRIC: China, India and LAT); creating a differentiation between mature countries versus emerging which required different speed and programs.

- Reviewed the whole EMEA Sales & Marketing structure and redesign it to face new business conditions
- Supported the company strategy of moving from a “sales in” culture to sales out culture in building new approaches with aligned measures in the worldwide sales Compensation Plan Philosophy.
- Led globally the Annual Talent Review process to identify our talent pool and potential gaps. Process aligned to performance and potential which also supported the succession planning across all S&M globally.
- Led major, international restructures/ integrations and organization changes
- Coached at all levels within the organization, from global mergers down to small team development



LOGITECH EUROPE SA, Morges, Switzerland (February 2006 –December 2007)

EMEA Human Resources Director

Built the HR strategy and infrastructure for the whole region, moving the HR function from a transactional dimension to a Business Partner driven spirit where it is key to understand the business needs / priorities.

Designed the HR structure accordingly: HRBP per functions, Center of Excellence and creation of an HR Shared Service group. The structure has been replicated globally. Built all the key HR processes and tool in order to support the business more effectively (Performance Management Process, On Boarding Process, Management Curriculum, C&B philosophy and programs....).

STORAGETEK Paris, France bought by SUN Micro System (in 2005) (September 1998 – January 2006)

Human Resources Director Europe Supporting the Integration of the company into SUN Micro System pre and post acquisition

Human Resources Director Europe Organization Effectiveness

Supported the growth of competencies in selling services and drove necessary actions in term of the new skills required. Work on the implementation of programs to support the sales productivity improvement. Built an assessment tool to understand existing skills gaps versus the company future needs. Conducted organization effectiveness and talent review process and defined areas of improvements.

HR Director Southern Europe, Benelux, Nordic and Eastern European countries

The region was built around countries of similar sizes which should have similar business issues and needs and instrumental in finding some synergies and creating shared people resources to optimize cost. Optimization of the structure with shared service group. Needed to improve sales productivity in this region and growing the solutions selling capability of the organization. This region became quickly a role model for the rest of the European regions.

HR Director Southern Europe

Created the regional HR function reporting to the regional VP and built the appropriate HR team with strong HR professionals. Focus was to build the Spanish team and drove some key changes in Italy.

3COM Les Ulis France (1996 – 1998)

Human Resources Director France Benelux and Nordic

Instrumental in the acquisition of US Robotics and integrated the 2 organization in Benelux & Nordic countries. Closed one facility in Lille as a direct consequence of the merge of the 2 companies and managed the termination of the 150 employees.

Human Resources Director Southern Europe

Built the HR function in the region which didn't exist before, Implemented all HR processes and tools in order for the company to be able to attract best talents quickly as growth was a key focus at this time.

CRAY RESEARCH Bought by SILICON GRAPHICS, Paris France (1986-1996)

HR Manager Southern Europe

HR Manager France

Human Resources Specialist

Built the HR function when the company was 50 employees and support the growth until it reached the size of 120 employees. Mainly put in place all system and tools to support the employee life cycle in the organization. Participated in the pre-merger activities for the two companies. Defined the required alignment of the organization and compensation and benefits packages.

EDUCATION

1986 Postgraduate in Human Resources Management, University of Pantheon Sorbonne Paris-France-

Role of the HR function, strategic partnership, competencies management, change management, training, quality of life at work, conflict and negotiation, employee mobilization with non financial levers, management of cultural differences.

1984 Master Degree in Sociology, University of Nanterre France

1992 – 2008 Regular on-going training in Management and Human Resources (1 week per year)

Change management, Facilitation and Leading meetings, delegation, project management, negotiation, time management, behavior techniques and analysis, DISC (behavioral analysis tool), teamwork efficiency, leadership, presentation, Right of labor, 360° feedbacks tools.

2009 Many Leadership programs and 360° feedbacks

2008 Co-Facilitated the Leadership Program for Logitech top 25 leaders (VP/Drs)

2004 and 2008 Certificate in PDI profiler (Coaching on specific 360° feedbacks process)

2005 Selected as the HR leader for the WW High Potential Program at Storagetek

2007 Certification in DISC