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Global Talent Professional

Executive Search · Corporate Recruiting · Consulting · Int'l. Market Entry · Global Talent Acquisition

For over 16 years served the talent sourcing and assessment needs of leading multinational companies on two continents, delighting clients while with the likes of Heidrick & Struggles, Stanton Chase and various boutiques. Identifying and recruiting exceptional leadership talent, building out complete-vertical international executive and operational teams. As Partner-in-Charge of Heidrick and Struggles' Beijing Office, led 6 recruiters, and 9 researchers and support staff for practices ranging from technology and e-commerce to industrial and consumer. Built effective strategic-level international leadership teams for clients through executive recruitment, executive assessment, leadership consulting, succession planning, and talent market mapping—helping them become more globally capable and competitive.

Professional Experience

Leadership Consulting, Executive Recruiting, Advisory Services **May 2008 to Present**
APAC and North America

Heidrick and Struggles, Stanton Chase, Boutiques – Dallas

Recruiter for Stanton Chase, Stonehouse Resources, various boutiques. Providing specialized recruiting for internationally oriented roles. Consulting international companies on cross-border talent management for US Market Entry and nearshoring / reshoring manufacturing to USMCA countries.

HEIDRICK & STRUGGLES: While Partner-in-Charge of Heidrick & Struggles' Beijing office lead 6 recruiters, and 9 researchers and support staff. Built effective strategic-level global leadership teams for clients through executive recruitment, executive assessment, leadership consulting, succession planning consulting and talent market mapping—making them more capable and competitive.

Libbey Asia Pacific **2006 to 2007**

Managing Director Asia Pacific – Beijing

Led China start-up operations for Libbey Inc LBY, the world's second largest producer of glass tableware products, an end-to-end role: production operations through sales. Recruited, trained and led a team of over 350 from CFO to CHRO, from Machine Operator to Plant Manager.

Nestle China Ltd. **2002 to 2006**

Business and Brand Development Manager – Beijing

Led Nestle's chocolate and sugar confectionery marketing team, driving profitable growth, and leading collaboration among and across shared service functions including: sales, R&D and manufacturing.

The Hershey Company – China **1998 to 2002**

Country Business Manager, China – Shanghai

Led the start-up of Hershey's Wholly Foreign Owned Enterprise WFOE in China, transitioning from a regional export business to a national brand with in-country operations.

Conair Corporation **1994 to 1997**

Regional Director of Operations, Far East – Hong Kong

Established and led supply chain operations for a 10-country, 14-SKU rollout, including: Japan, Korea, Taiwan, Hong Kong, Thailand, Malaysia, Singapore, Philippines, Australia and New Zealand.

Education

Thunderbird School of Global Management

Master of Business Administration

Oakland University, Rochester, Michigan

Bachelor of Business Administration

Executive Training

Harvard Business School

Corporate Strategic Integration, July 2010

University of Michigan: Ross School of Bus.

Finance for the Nonfinancial Mgr., May 2006