

**HUGH MINRESER**  
**ORGANIZATIONAL DEVELOPMENT EXECUTIVE**

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4321 My Street • Simsbury, Connecticut 06070

Expert in human resources and organizational development with over 20 years of experience busting silos to promote corporate productivity and profitable margins. Unconventional thinker with keen ability to mediate complications, identify areas for improvement, and proactively engineer effective policies. Solution oriented executive leader accomplished in needs analysis, root cause identification, and continuous improvement. Strong manager skilled in powering higher margins through effective cost cutting measures and staff development initiatives that build a corps of efficient, effective leaders.

Continuous Improvement • Benchmarking • Change Management • Labor Arbitration • Team Building  
Consensus Building • Employee Retention • Claims Administration • Diversity Management • Bilingual  
Executive Mentoring • Corporate Culture Change • Strategic Planning • Workforce Reengineering  
Staff Development/Training • Organizational Growth • Executive Recruitment • Business Intelligence

## PROFESSIONAL EXPERIENCE

### **PEOPLE FIRST, Danbury, Connecticut**

**2004 to Present**

Corporate training/development company offering customized courses in business processes.

#### **Principal**

Develop fully customized curriculum that partners with business clients to eliminate inefficiencies and develop effective processes. Deliver courses including manuals and in-class instruction, working with individuals and teams to develop and achieve performance goals. Analyze needs and identify appropriate learning solutions, designing training based on multiple learning styles and motivations. Network, advertise, and market to generate leads.

- Delivered courses including Customer Service, Executive Leadership, Management, Sales, Strategic Planning, Strategic Thinking, and Time Management.
- Provided quantifiable success to companies in slippery situations, earning consistent referrals and word of mouth advertising.

### **LOCTITE CORPORATION, Rocky Hill, Connecticut**

**1998 to 2003**

Industrial adhesive manufacturer worth \$1.3B acquired by Henkel KGaA in 2003.

#### **Vice President of Human Resources**

Directed a payroll of \$64M, including compensation for 1,800 employees across the US, Canada, Mexico, and Puerto Rico. Instituted an open door policy that was available to all employees as well as senior executives from all locations, including Europe, Asia, and South America. Mediated sensitive issues such as sexual harassment, employee discipline, termination, team recognition, and staff development budgets. Reengineered compensation structure to drive marketplace competitiveness. Designed and implemented enhanced analytical tools and processes for business intelligence. Revamped the employee review process, specifically enhancing the award/recognition program to publicly applaud high performance.

- Economized over \$1.1M in only 3 years by replacing contingency recruiting with more effective measures including employee referral programs and trade journal announcements.
- Expanded staff development initiatives from a 2-person team to a complete department offering 106 courses to multinational staff, including 15 mandatory modules for senior executives.
- Reduced average employee relocation costs 18-24% by strategically outsourcing relocation services, saving the company hundreds of thousands of dollars annually.
- Coordinated union avoidance training and circumvented Teamsters' organizing efforts.
- Facilitated integrated cooperation between HR/Legal, resulting in multiple favorable lawsuit rulings.

**ENSIGN BICKFORD INDUSTRIES, Simsbury, Connecticut**

**1985 to 1988**

Explosive initiation systems manufacturer operating multiple factories internationally.

**Manager of Industrial Relations (US and Mexico)**

Developed cohesive relationships with union and nonunion employees and their representative boards. Directed services for Personnel and Medical Departments. Acted as International Safety Coordinator, developing processes and training programs to ensure safety serving corporate and individual employees' best interest. Initiated and executed employee reviews and performance incentives. Powered labor progress as chief negotiator for labor relations at Mexico facility.

- Facilitated quality circles to drive quality assurance in domestic and international facilities.
- Authored affirmative action plans and directed corporate equal opportunity (EEO) program.
- Created and implemented employee performance programs that led to consistently higher job satisfaction rates, translating to higher productivity and cost efficiency.

*Additional Experience (details on request):*

**GENERAL ELECTRIC CO. (Hartford, Connecticut / Cincinnati, Ohio / Lynn, Massachusetts)**

**Manager of Employee and Community Relations, Power Distribution Systems**

**Manager of Work Effectiveness Programs, Aircraft Engines**

**Manager of Professional Recruiting, Aircraft Engines**

Developed programs as change agents to support organizational development, improving product quality, reducing manufacturing costs, and improving overall work climate and job satisfaction. Busted silos, eliminating popular inefficiencies and replacing them with productive substitutions that economized costs while driving employee retention. Expedited resolutions with labor unions and non-union employees. Identified manufacturing losses and developed a comprehensive training program to address quality and performance issues.

- Implemented a grievance panel system in a union-free environment that resulted in timely and fair resolution of arbitrated issues.
- Proactively developed innovations to turnaround corporate and departmental performance, specifically targeting corrupt/unfair practices on the manufacturing floor and executive offices.
- Managed all relations with the UAW, including contract negotiation, mediation, and arbitration.

**EDUCATION**

**Master of Business Administration**

University of Massachusetts, Amherst, Massachusetts

**Bachelor of Arts in International Relations / World Business**

San Francisco State University, San Francisco, California

**PROFESSIONAL TRAINING & CERTIFICATION**

Organizational Development  
Harvard Law School: Negotiations  
Zenger-Miller: Facilitating Successful Meetings  
Zenger-Miller: Front-Line Leadership  
ASI Sales and Marketing Certificate  
Center for Creative Leadership: Benchmarks  
Selection Interview Training  
Union Avoidance

*Bilingual Fluency in English and Spanish*