



Victor ("Vic") has 34 years' experience in the Human Resources profession and has focused his career on aligning HR programs and processes with the strategic business (operational) plans of his clients and employers. Vic's experience includes 19 years as an **HR Practice Leader** for **Ernst & Young** and Development Dimensions International. He implemented HR "best practices" at **PepsiCo, Merck, Lilly, Boeing, Johnson & Johnson, Toyota, and Chrysler** to name just a few. He successfully managed more than 135 other HR projects with a focus on competency based HR systems integration (integrating selection with performance management and development). For the 14 years prior to starting World Class HR Solutions, he also worked for:

- **HNTB Inc.**, Director of Human Resources. A \$1 Billion consulting engineering firm
- **Wipro**, VP of Human Resources. A \$350 million Oracle business partner Division
- **ZLand, LLC.**, VP of Human Resources. Enterprise content management software. (valuation grew from \$10 million to \$200 million/employees grew from 7 to 350)

Previously he worked for Evercore, a **\$350 million venture fund**, instrumental in funding companies with transformative technologies with an aggregate valuation of \$4 billion. Selected contributions include:

- **Worked with five technology start-up companies to provide HR infrastructure development.** One was sold to Intel, another was Established policies and procedures, developed employee handbook, created all HR forms, established payroll services and negotiated with brokers to create comprehensive and affordable group health care plans. Developed job descriptions and performance expectations related to strategic business plan.
- **For IXOS, a CMS software company,** he worked with the U.S. based CEO to establish the company's presence in the United States. This included developing training manuals, sales presentations and training programs as well as **recruiting the U.S. sales team** in sixty days. Developed sales incentive plan and provided on boarding assistance to reduce "time to quota."

## Major Change Initiatives and Sample Projects

- Coached and developed more than 65 senior leaders including CEO's and board members.
- Trained 3,500 managers and directors in Behavioral Interviewing techniques.
- Created a **unique sales competency model and selection program** resulting in a reduction of the "time to quota" metric from 180 days to 90 days. Also designed sales incentive program that reinforced key success factors of sales success.
- **Reduced voluntary turnover from 13% to 6.5%** in three years as a result of retention focused programs reducing hiring costs by **\$1.7 million** as a result.
- Implemented new leader assimilation program and executive coaching program contributing to reduced time to competence and increased productivity.
- Implemented productivity improvement program for major hospital and **documented \$2 million in cost savings in 16 weeks.**

- **Designed Performance Management** system that integrated cascading goals (from President to front line engineers) and aligned those goals with the strategic business (operating) plan resulting in a reduction in "time to competence" and **achieving \$200 million sales goal.**
- Designed a **comprehensive leadership development and operations management program** for global web based solutions provider, delivering the content to audiences on three continents.
- Designed a unique sales leadership development program called ***Leadership Excellence Through Energy Management***<sup>™</sup> based upon the research and bestselling book ***Energy Leadership***<sup>™</sup> leading productivity increases in excess of 57%

Vic graduated from UCLA with a degree in psychology and organizational behavior. He went on to teach leadership development courses there and at the University of California Irvine. He is a Certified Master Coach, a Certified Winslow Research Consultant and a certified Master Trainer.

He is currently a mentor to executives in the UC Irvine Paul Merage (Graduate) School of Business, Executive MBA program. He is on the Advisory Board of Directors of Fast Start Studios (a business accelerator). He is also on the Board of a virtual reality content developer. Vic is a member of the Brain Based Leadership Academy and is very involved in efforts to understand the neuroscience of leadership. He is also an advocate of mindfulness based stressed reduction. He is a California native, married and has two adult children.