Ema Martin

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PROFILE

Dynamic HR professional with broad international experience known for the ability to conceptualize and successfully implement HR strategies and initiatives for sustained business growth. Successful in building cohesive management teams dedicated to achieving strategic objectives. Participative leadership style, managing cross-functional and cross-cultural teams and diverse workforce base. Proven highly effective communication, motivational, and management skills. Major competencies include: career and organizational development, business process improvement, employee relations, recruitment and retention, and management and employee development, total reward portfolio implementation. Fluent in English, Spanish, Portuguese; proficient in French. Giving HR support to countries in North, Central and South America and Asia Pacific Regions.

PROFESSIONAL EXPERIENCE

WINDSORKENT INC – Miami, Fl 2009-Actual

Employee Services – Payroll – Human Resources and Employee Benefits

Global HR Manager

Giving support to small and medium seizes companies from High Tech, Medical and Retail markets in US and Latin America on issues pertaining to: country legal compliances, HR administration, Benefits analysis and implementation, Talent Management, Training and Development , Executive and Personal Coaching and Total Rewards initiatives.

- Designed, implementation of Training programs for 500 Fortune companies according to clients business needs
- Coached Senior Managers and managers at all level of the organization on issues related to employee relations, salary administration, employee development, employee careers, conflict resolutions
- Analyzed and implemented policies and procedures according to Federal and State labor laws.
- Designed total rewards programs according to business needs

HEWLETT-PACKARD - USA 2006-2009

High-tech company leader in the computers and electronics industry.

Supported and coaching business on issues pertaining to Human Resources for Canada, South America, Central America and North America, Asia Pacific and Japan

Global HR Advocacy

- Led recruiting process throughout the Region
- Worked closely and coached the Latin America Sales Directors on developing his business talent management strategy and related action plans with the objective to build a winner organization.
- Leaded the Latin America integration into The Americas, this process implied identify the key players to be invited to be relocated, and finally the on boarding process to making this transition as smoothly as possible.
- Defined and implemented the Neo Orientation Process for new comers, reinforcing the manager's role to make the attracting and retention plan successful.
- Assisted in Workforce Management Reduction planning in the Regions,
- Coached and Assisted the Regions' PMC on issues related to Performance Management on attracting the best in class employees for their business and helping them in assessing and identifying key potentials
- Provided consultation to PMC in the Talent Management process, reviewing their business strategy associated with the actual workforce and identifying the skills and capabilities needed for today and the future.
- Helping in identifying development plans for High Potential employees.
- Managed the Employees' Survey for the LatinAmerica Region – Identifying issues and recommendations of improvements.

AGILENT TECHNOLOGIES INC. Miami, FL **2000-2006**

Provided core bio-analytical and electronic measurement solutions to the communications, electronics, life sciences & chemical analysis industries. Had 3 primary businesses: electronic measurement; bio-analytical measurement & semiconductor test solutions (Spun off Hewlett-Packard Inc.)

Regional HR Manager - Latin America Region

Advised and supported business and country management on strategies involving employee relation and labor compliance, performance management, employee engagement and retention initiatives. Supported operations in Argentina, Puerto Rico, Brazil, Mexico, Venezuela and Miami HQ with a total of 300 employees.
Implemented Training and Development initiatives focusing in creating a strong foundation for developing and executing a talent plan Created, designed, proposed and delivered total flexible rewards portfolios with the objective to attract and retain top performers, and placing the company among the leaders in total compensation.
Three direct reports and 3 indirect reports.

- Supported and implemented human resources Corporate programs and initiatives in Latin America countries aligning them with local business objectives and local laws regulations with the purpose to achieve Region-wide business results.
- Coached and counseled Country and Business Managers on
  - Staffing strategies to be implemented in each country,
  - High Performers retention strategies
  - Development Opportunities locally and overseas strategy
  - Succession planning implementation,
  - Performance management issues, conflict resolutions helping them to be successful business leaders getting results with their people.
- Analyzed workforce demographics – projected retirements – turnover – developing the replacement staffing strategy for the business.
- Created the OnBoarding process for new employees to be applied Region-wide, Especial emphasis on Leaders delivering and guiding the discussions as a way of people engagement
- Acted as Remote HR Manager for Argentina from 1999-2002 visiting the entity once a month to partner with business managers in reaching their business goals also giving strategic human resources management support to Brazil, Mexico and Puerto Rico in implementing local HR processes to maximize customer satisfaction and to promote employee practices with the objective to make the entities to be recognized as the "best place to work for".
- Created a comprehensive and smooth divestiture process for the Medical Business in its transition to Philips, working closely with Agilent Corporate, local lawyers and Philips executives.
- Implemented the process for closing the Argentinean Entity including negotiations with Agilent Corporate upper management to define employees' indemnity package according to the current local economical situation. The negotiations ended successfully for the parties involved.
- Designed compensation programs, developed strategies and presented market intelligence to Senior and Executive Management to be implemented in the organization to have a competitive position in compensation and benefits and positioning the Company among the best companies for which to work.
- Developed market pricing processes to maintain competitive compensation structures for international pay ranges.
- Issued recommendations to Senior and Executive Management for Company's international salary increase budget.
- Presented analysis and recommendations to Corporate Executives on incentive programs such as commissions, add-on or any other related pay at risk program according to local laws and market practices with the objective of attracting and retaining top performing sales and marketing employees.

HEWLETT-PACKARD – Miami - Fl. **1996-2000**

Region Development and Organizational Effectiveness Manager - Latin America
Helped optimize the organization creating a continuous learning and growth opportunity environment empowering employees to reach their organizational and professional goals. Worked with the organization to reach full capacity through defined interventions into organizational processes, behaviors or operations and helping to produce a positive impact during the change process through coaching and/or counseling. Gave support to 800 employees region-wide and with 2 direct reports and 6 indirect reports.

- Led the creation of the Hewlett-Packard Latin America Education, Development and Organizational effectiveness Organization, managing a staff of 6 Managers and 3 individual contributors. Supporting education and organizational effectiveness initiatives for Argentina, Brazil, Chile, Colombia, Venezuela, Mexico DC and Guadalajara.
- Developed a cross-cultural organization with education functions distributed along the Region and each Country Education manager assuming a specific role in the education delivery process, resulting in a successful cost-effective process.
- Created a business needs assessment and program delivery process with defined success factor measurements with the objective of having the same "look and feel" for every employee and ensuring consistency across the Region and assessing the impact of this activities on business results.

- Led organizational effectiveness analysis and solution implementation to help businesses become more successful and profitable using surveys and intervention tools.
- Proved success in Leadership Education focus on Management and Non-Management employees, sales skills development and change management implementation.

Country HR Manager - Argentina (1983-1996)

Managed all human resource activities for Hewlett-Packard local entity with a headcount of 100 employees. Provided strategic direction and tactical human resource support to all functional department managers. Supervised two Human Resource Generalists. Reported to Country General Manager.

- Coached and counseled top executives/managers in topics related to leadership strategies, and effective communication with employees.
- Created a system to identify Key Potential with the objective of having an organizational Succession Planning
- Led the entity workforce planning process: defining the talent needs, competencies definition according to business objectives and strategy.
- Defined gaps between competencies defined and actual and establishing the action plans.
- Analyzed current and future workforce demand through Leadership interviews and defining the staffing strategy for the entity.
- Forecasted headcounts needs based on business strategy.
- Analyzed work climate through employee surveys to assess and define recommendations for implementation to build a successful and winning organization.
- Defined the staffing strategy consistent with the company's business needs and positioned the company as leader in recruiting and development of a diverse and inclusive work force.
- Promoted and championed activities to enhance and reward employee's performance.
- Championed the HPWay's culture and values to get an open and trusted environment where employees could reach their professional and personal goals.
- Created and implemented an inclusive and non-discriminatory environment.

EDUCATION / PROFESSIONAL DEVELOPMENT

Agilent Technologies AIM program (2002): Development of Future Company Leaders and Directors
Intensive education in Leadership/Management skills
Labor Relations-Human Resources Bachelor – Universidad de Buenos Aires, Republica Argentina
Accounting Studies – Universidad de Buenos Aires
Proficiency in Microsoft Office package and People Soft HR database

AWARDS

Agilent Technologies Inc. – "Wining with Teamwork Award / **Hewlett-Packard Latin America - "**Contribución Excepcional" / **Hewlett – Packard Argentina:** Best Contribution