

# RANDALL (RANDY) W. LUMIA, SPHR

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## GLOBAL HUMAN RESOURCES EXECUTIVE

Strategic and action-oriented professional with experience in managing complex business issues that have organization-wide and global implications. Specialize in leading privately held or publicly owned organizations experiencing change; whether through growth, transition or strategy realignment. Broad and diverse background with demonstrated expertise and successes in domestic and foreign-owned multinational companies.

### SIGNATURE STRENGTHS:

- Talent Acquisition and Diversity
- Succession Planning and Leadership Development
- M&A, Restructuring and Reorganization
- Cultural Integration
- Global Mobility & Expat Management
- Talent Management
- Pragmatic and Empowering
- Organizational Effectiveness, Design, and Development
- Change and Crisis Management
- International HR Management
- Executive Coaching
- HR Compliance & (SOX) Controls
- HR Policy Development, Administration and Metrics
- C-Suite Management
- Start-up Company Operations
- Line Management Experience
- Employee / Labor Relations and Performance Management

### PROFESSIONAL EXPERIENCE:

**The Strategic HR Solution L.L.C.**, Palm Beach Gardens, Florida USA 33410

**01/17 – Present**

#### **Principal and C.E.O.**

Providing business solutions to companies small and large, that harnesses the strengths of their businesses greatest asset: their employees. This is accomplished through establishing collaborative relationships with our business partners to assure that the customer's business goals and expectations are met or exceeded. Services provided include; Business and Management Consulting, Talent Management & Organizational Design, Executive Coaching, Talent Acquisition & Executive Recruiting, and, assisting with the establishment or reinforcement of Human Resources Compliance, Controls and/or Policy Design and Development.

**C.R. BARD, INC.**, Murray Hill, New Jersey USA

**2004 – 2017**

Publicly traded global medical device company with \$3.71 billion in sales in 2016 and 16,000+ employees worldwide. Global headquarters in Murray Hill, New Jersey USA.

#### **Director, Corporate Human Resources**

- As a key member of a Global executive team, outsourced Bard's IT infrastructure and desk-top related services to a third party. Led all Global HR related issues including employee selection process, separation communications, organizational design and retention programs and achieved 98% retention and 100% return of executed General Releases.
- Part of a Global executive team that centralized and in-sourced transactional Finance activities, established organizational structure, and staffed new site locations in Salt Lake City, UT and Warsaw, Poland.
- Established talent acquisition relationships with Kellogg School of Management at Northwestern University as well as with the Fuqua School of Business at Duke University to secure new top marketing talent into the Bard organization.
- Led, managed and tracked 4 major global reorganizations / restructurings.
- Championed re-launch of web-based employee communications brand and launched Bard's talent acquisition brand of "Climbers Wanted" aimed at attracting new (marketing) talent into the Bard organization.

**CARDIONET, INC.**, Conshohocken, Pennsylvania USA

**2003 – 2004**

Privately held pre-IPO health care company specializing in Mobile Cardiac Outpatient Telemetry (MCOT) – 2003 Sales approximately \$8.5 million – providing real-time monitoring and analysis of cardiac patients experiencing arrhythmias. National headquarters in San Diego, California USA.

#### **Director of Human Resources and Administration**

- Built a leadership team and ensured necessary infrastructure was in place to meet projected revenue growth of 500% over previous year sales.
- Conducted organizational design, job design, and recruiting process to support a 75% organizational staff growth over a 12-month period.
- Developed and implemented continuous improvement of business metrics used to measure performance of all functional areas.

**CARDIONET, INC.,** Conshohocken, Pennsylvania USA **(Continued)**

- Developed and implemented quota driven sales compensation plans to drive revenue growth.
- Aligned sales territories with adequate coverage of payor contract geographies.
- Created and led Human Resources at its regional headquarters location.

**BASF Corporation,** Princeton, New Jersey / Research Triangle Park, North Carolina USA / Limburgerhof, Germany

**Global Agricultural Products Research Division** (Formerly American Cyanamid) **1997 – 2003**

Publicly traded global chemical conglomerate with \$32 billion (2003) in sales and 90,000 employees worldwide, and \$5 billion (2003) in sales and 15,000 employees in the Agricultural Division. Global headquarters in Ludwigshafen, Germany.

**Director, Human Resources,** Princeton, NJ **(Also Site Manager during last 6 months of closing operations)**

Core member of executive level Corporate and Divisional Teams that successfully integrated the American Cyanamid Agricultural business, employees and culture into the BASF organization. This included the organizational design and people identification and selection for both the new Global Biotechnology and R&D organizations in Research Triangle Park, NC and Limburgerhof, Germany.

- Selected and trained as a Cultural Integration Champion to provide direction, guidance and support to senior and middle level managers.
- Prepared and designed the business, HR, and communications strategies for the Princeton Site closure. Implemented strategies, including the announcement and notification to employees, media relations, trade publications, and federal, state and local agencies and officials.
- During the 18-month site closure period, received minimal legal challenges from employees, maintained a flawless safety and environmental record, managed employee turnover and attrition, and attracted and retained a total of 125 employees who were relocated to other domestic and offshore locations (19% of population). Closure completed on time and on budget.
- While with American Cyanamid, led a diverse, client-based, 13+ person Human Resources Department in support of Global Research Division objectives. Annual operating budget of \$2.2 million. Supported 1100 employees globally. Championed an extensive global reorganization process for the Agricultural Products Research Division that reduced the gross employee global headcount by 16% and annualized salary line of the operating budget by 15%.
- Developed and implemented a strategy for closing a large research facility in Schwabenheim Germany, involving successful negotiation with the local site’s Works Council. Completed on time and on budget in 8 days; despite assurances that it would take up to 9 months.

**PRIOR RELATED EXPERIENCE:**

**NOVARTIS CORPORATION, Pharmaceuticals Division** Summit, New Jersey USA

Publicly traded global life sciences company, with global headquarters in Basel, Switzerland and US headquarters in East Hanover, New Jersey USA. Joined as a result of the merger between Sandoz and Ciba Pharmaceuticals.

**Human Resources Manager**

- Partnered with senior line management to design a new organizational structure, created as a result of the merger between Sandoz and Ciba-Geigy Pharmaceuticals.
- Co-designed and implemented an assessment and selection process involving the development of Core Competencies used to staff the new organization, while meeting objective synergy targets.
- Worked closely with site management and the International Chemical Workers Union (ICWU – Local 9C) to assure a safe and timely site closure of the West Caldwell, NJ distribution center and the Summit, NJ manufacturing operation.
- While with Ciba-Geigy, provided generalist support to senior and middle management teams within the Technical Operations, Business Development and Regulatory Assurance Departments, impacting 1,700+ employees at five North American locations.
- Championed new organizational initiatives including Performance Management, Rewards and Recognition, Diversity Awareness, Alternative Work Arrangements, Organizational Change, and Transition Management.

**EDUCATION:**

**MS, Human Resource Management,** New Jersey Institute of Technology, Newark, New Jersey USA

**BS, Industrial Engineering,** The College of New Jersey, Ewing, New Jersey USA

**CERTIFICATIONS:**

**SHRM - SCP** (SHRM Senior Certified Professional) expected recertification in 2018