

LORI PASCARELLA

DIRECTOR OF HR | BUSINESS PARTNER

(818) 795.0381 ▪ loripascarella@me.com ▪ loripascarella.workfolio.com ▪ <https://www.linkedin.com/in/lori-pascarella/>

Employee Relations | Talent Management | Organizational Development | People Development | Performance Management | Employee Engagement | Learning & Development | Executive Coaching | HR Strategy & Communications | HR Operations & Systems | Change Management

Creative problem solver, at ease strategically supporting and driving organizational change, as well as tactically identifying, implementing and improving HR policies and procedures stimulating corporate culture. Strong engagement and communication skills enabling ability to answer difficult questions under pressure, navigate objections and resolve conflict. Excel at:

- **Building trusting relationships with employees and strategic partnerships with business leaders**
- **Understanding business needs and issues involving employee relations, talent management and HR Operations.**
- **Partnering with leadership to develop and execute HR strategies that foster organizational and people effectiveness and engagement.**
- **Ensuring a best-practices approach to performance management and employee development**

Respected by peers for her ability to proactively develop solutions to complex HR challenges. Recognized as a self-starter with a keen sense of urgency and curiosity, adapting quickly and getting things done.

Education: Earned a Bachelor of Arts (BA) Degree in English from Ithaca College and a certificate in Human Resources Management from eCornell University. Recognized as a *Korn Ferry 360 Profiler Coach*. Fluent in American Sign-language.

Work History

HR Business Partner Consultant

Ramssoft Systems, Inc.
May 2015 – August 2017

Placed through consulting firm, assigned to Becton Dickinson medical device company. Responsible for supporting Sales and Marketing organizations, rebuilding and steam-lining reporting hierarchy and creating succession plans.

Designed and delivered Workday HR Self Service training for supervisor and associate level employees. Moving from SAP to Workday there was a need for training to all levels of the organization. The online tutorials were not sufficient enough so took initiative to redesign and deliver training to 250+ supervisory and associate level employees. With this knowledge, associates were able to update with ease their profiles giving them visibility into the newly implemented career pathing module. Training drove down customer service calls by 50% and drove up associate engagement.

Organized restructuring and elevated the quality of talent. With a new GM/Leader in place, chartered with re-organizing the Sales organization; reduced number of direct reports and elevated the talent necessary to grow the business. Partnered with management team to identify high potentials, developed Performance Improvement Plans (PIP) for under-performing talent and proposed additional headcount recruiting for upgraded talent. With the new organizational structure implemented, promoted 8 associates, identified career paths for new roles and hired 3 additional members. New and improved team successfully tackled the supply back-order on two of company's highest demand lines exceeding annual sales goals.

Directed global roll-out of employment engagement survey to 1600 participants across 50 countries. Liaised between vendor and business units finalizing questions, and approach based upon the targeted population across the various countries. Chartered all communications to key stakeholders as well as the internal communications to associates and management encouraging participation. Accomplished 83% engagement rate with global employee survey.

Director, Human Resources & Administrative Services

Allied Industries

January 2013 – May 2014

Transitioned family Environmental Abatement Company into a corporate structure. Educated management staff on labor laws and federal guidelines to be compliant.

Pioneered HR & Payroll functions. Evaluated company's collection of time cards and distribution of payroll; identified discrepancies. Implemented new processes and procedures resulting in 95% timekeeping compliance. Created a paycheck distribution system, tracking paychecks from the point of issue to the point of delivery. These improved procedures elevated the confidence in payment as well as created financial forecasting and visibility.

HR Business Partner Consultant

Triad Systems International

July 2012 – January 2013

Assigned to TECOM Industries, an Aerospace Company. Directed strategic planning efforts for Succession, Merit & Bonus Planning and led efforts to bring company records into compliance with state and federal law.

Streamlined temporary staffing vendor selection process. Conducted analysis of 10 vendors being utilized for temporary staffing of production line and recognized need for fewer vendors because of climbing costs and variance in quality of temporary staff. Shortened list to 3 vendors, renegotiated contracts and entered into exclusive partnerships with them driving down costs by 50% and increasing production line productivity.

Manager, Human Resources & Administrative Services

CRP MB Studio Production Services, LLC

August 2011 – January 2012

Hired to define and streamline processes and practices to increase efficiency and accountability across organization.

Simplified outdated employee handbooks and upgraded procedures. With buy-in from corporate leadership, partnered with ADP to consolidate and upgrade the policies and procedures creating more consistency and compliance across multiple locations. This new streamlined approach made for a more user friendly, easy to access handbook, eliminating confusion and creating fairness.

Senior HR Administrator

Warner Bros. Entertainment Inc.

August 2000 – April 2010

Promoted from HR Coordinator up through Sr. HR Administrator. Partnered with executives across 10 divisions guiding strategic business decisions regarding the hiring of talent, the performance management process and reorganizational decisions to accomplish company initiatives increasing efficiency and productivity.

Improved global headcount reporting accuracy. Developed "Headcount Rules to Live By" to share with international peers setting expectations for "how to" and "when to" report headcount changes. Created headcount reports and org chart template so that no matter the country, the org charts looked uniform in style. Incorporated audits comparing reports from PeopleSoft and the numerous org charts so management would have more precise headcount data.

Increased corporate morale with implementation of innovative new divisional structure. In partnership with the SVP of International Marketing, identified need to pivot away from 5 marketing plans to 1 more robust plan; consolidating 5 marketing teams into 1. Conducted a talent gap analysis, reviewed and edited job descriptions and created candidate profiles utilized to interview team members for new marketing structure. Communicated new structure to current teams and invited them to apply for opportunities they were most interested in, aligning their qualifications with career goals. Successfully reduced headcount by 20%, driving cost savings, and retained 80% of the marketing employees increasing morale because of a more forward thinking, collaborative and cohesive team.

Key Words

Benefits Administration | Onboarding | Employment Law | Temporary Placements | Hiring | Talent Acquisition | Interviewing | Job Descriptions | Applicant Tracking System | Work Day | PeopleSoft | ADP Payroll | Access | OrgPlus | BrassRing