

KATHY KRUL-MANOR

kathy@kkmladership.com | 760-305-3911 | 2804 Jacaranda Ave, Carlsbad, CA 92009

GLOBAL TALENT & HUMAN RESOURCES EXECUTIVE

Trusted Executive Leadership Advisor and Senior Talent Business Partner with the ability to develop and execute strategic talent approaches towards successful outcomes. With over 20 years' of experience in global talent management strategy, HR operations and organizational development, Kathy has held various Talent and HR leadership roles in multiple industries including professional services, technology, manufacturing, healthcare, and retail. She works with and advises Executive Leadership teams on critical business and people-related issues.

KEY CAPABILITIES

Coaching & Leadership | Integration & Collaboration | Influence & Negotiation | Change Management
Sustainable Talent Frameworks | Client Focus | Culture & Engagement | Communications

PROFESSIONAL EXPERIENCE

KKM LEADERSHIP LLC

July 2020 - Present

PRINCIPAL CONSULTANT & COACH (SAN DIEGO, CA)

Partners with clients to develop sustainable HR frameworks across the full talent experience lifecycle. Advises and consults on projects related to Diversity & Inclusion, Culture & Engagement, Total Rewards, Talent Acquisition, Organizational Development, Succession Planning, Performance Management and Leadership Development.

- Drove a global Expectations Framework project resulting in a new job architecture, talent standards and career paths
- Sourced and launched a global learning platform to support compliance requirements and building a culture of development
- Led a Talent Acquisition team during a time of transition; built the team's capabilities aligned with an 'advisory' approach; redesigned the operating model to enhance the client and candidate experience
- Digitized Talent Management (Workday) with a focus on performance management, including 9-box calibration, cascading organizational goals, check-ins and talent reviews.
- Created an enterprise-wide Engagement effort resulting in a 5 point increase in engagement index scores in <6 months.

Conducts 360-degree feedback, Strengths assessments and facilitates workshops to enhance Team and Individual Effectiveness, Leadership Capabilities and Emotional Intelligence.

DELOITTE

2006 to 2020

HEAD OF GLOBAL TALENT, CONSULTING (SAN DIEGO, CA)

2017 - 2020

Chief Talent Officer and Advisor to the Global Consulting CEO and the Executive Leadership team. Developed and delivered the talent strategy for the business and led all HR operations for all resources, including senior partners in global roles. Led the business through organizational change to ensure successful outcomes.

- Identified the need to mitigate risk within our Member Firms and implemented a plan to have all 88 partners in global roles sign off on legal assignment agreements, this resulted in reduced exposure to risk by 86%
- Envisioned and launched a Resourcing function for Global Consulting to ensure the business had the right people in the right roles, resulting in 140+ open positions and reduced project resource spend by \$20M in FY20
- Developed a strategy, built a high-functioning team, and executed a Talent Experience framework to enhance consistency and engagement for Global Consulting employees, the impact was increased engagement scores by 10% in FY20
- Successfully led a significant performance management transformation project to shift the business to a 'no ratings' approach, continuous feedback, and talent reviews throughout the performance year.

GLOBAL TALENT LEADER, FINANCIAL ADVISORY (TORONTO, CANADA / SAN DIEGO, CA)

2008 - 2016

Key Advisor to the Global Executive Committee and Member Firm Financial Advisory CEOs. Developed and led the practice to acquire and develop the professional talent our clients demand through global mobility, diversity and inclusion, strategic hiring, learning, and performance management.

- Developed and launched a global Women in Leadership initiative resulting in a 10% increase in female representation
- Stood up a Partner Matters function to assess performance for 70+ senior partners
- Created a global leader succession methodology for critical executive roles resulting in a pipeline of 50+ diverse candidates
- Gained access to USD\$200K for the development and delivery of a global Lead Financial Advisory Partner program

HUMAN RESOURCES LEADER, NATIONAL OFFICE (TORONTO)

2006 - 2008

Human Resources Leader for the Canadian National Services Office with responsibility for the full employee lifecycle, including talent acquisition, for a client base of 466 employees and senior partners. Advised leadership on legal, organizational, and business risks associated with all aspect of HR.

- Led the creation of performance standards for all job families within the National Services Office
- Implemented a consistent approach to the role of 'performance coach' across the portfolio
- Transformed the National Services HR team to provide enhanced client service leveraging a Talent Advisory Partner approach.

PREVIOUS EXPERIENCE

1997 - 2006

lululemon athletica | Store Operations & People Resources Manager

Goodrich Corporation | Senior Human Resources Generalist

Andersen | Human Resources Consultant

Calea (Caremark) | Human Resources Manager

Husky Injection Molding | Human Resources Generalist

Eriksson Communications | Human Resources Coordinator/Intern

CERTIFICATIONS

Certified Emotional Intelligence Practitioner – The Priority Academy – 2020

Workday Talent Management & Workday HCM Transactions – Workday Education - 2020

Certified Executive Coach – Center for Executive Coaching - 2019

Senior Certified Human Resources Profesional (SHRM-SCP), Society for HR Management – since 2015

Certified Strategic Workforce Planner, Human Capital Institute - 2015

Global Professional in Human Resources (GPHR), HR Certification Institute – since 2011

EDUCATION

Post-Graduate Certificate, Human Resources Management– Sheridan College – Oakville, Ontario, Canada

Bachelor in Kinesiology – McMaster University – Hamilton, Ontario, Canada

PROFESSIONAL ORGANIZATIONS

Society for Human Resource Management (SHRM)

Vice Chair, San Diego Community - Professionals in Human Resources Association (PIHRA)

San Diego HR Forum