

Summary

Over 20 years experience in project management with expertise in managing human resource information systems. Debbie has extensive experience in planning, managing and implementing complex Global systems. A proven ability to integrate people, processes and technology. She is recognized for extensive knowledge of HRIS technologies and products. A true Thought Leader in setting priorities that delivers true strategic value.

BUSINESS EXPERIENCE

Global Biomedical Corporation

Sr. IT Manager – HR Systems

Lead the planning and development of HRIS systems solutions to meet the needs of the corporation. Manage Business Analysts, IT Developers and contract staff in support of HR Systems.

Achievements

- Manage a group of 35-40 employees and contractors
- Responsible for \$11m in capital and expense budgets for HR Systems
- Establish, develop and maintain vendor relationships. Work in partnership with procurement on the purchase of new software/modules, maintenance agreements and expansion true-ups.
- Oversee the delivery of processes and tools for Workforce Analytics and Workforce Planning
- Implemented Rapid Delivery Methodology (RDM) for project delivery
- Developed Project Dashboard for executives, sponsors and team members.

Business Systems Manager/IT Manager – Center of Excellence

Provide HR Systems leadership for the functional business analysts and technical developers in HR Systems. Plan and manage the deployment of new applications and maintain systems to ensure efficient operations and processing.

Achievements

- Manage a team of 15-30 employees and contractors.
- Provide leadership and support for:
 - Human Resource Management System – PeopleSoft , Recruitment system – Peopleclick (U.S.), Training Administration system – Saba, Compensation system, Self-service applications
- Work with ESI International to establish Business Analyst training and certification for Medtronic.

Integration Manager – Human Resource Operations Center

Plan and direct the integration of acquisitions, open enrollment, new services and new systems into the HROC.

Achievements

- Managed the overall integration of U.S. acquisitions and Puerto Rican sites on to PeopleSoft.
- Provided leadership for the automation of over 20 health care vendor interfaces.
- Responsible for the migration to Desktop 2000.

Honeywell Inc.

HRIS Manager – HR Technology

Manage the successful global implementation of an ERP. Manage additional human resource technology projects such as web access and merger integration projects.

Achievements

- Manage the HRIS annual budget and 15-20 employees and contractors.
 - Provide project leadership for the international implementation. This resulted in successful, on-time rollouts in the U.S., Canada, The Netherlands, Australia, New Zealand, Southeast Asia, Hong Kong, United Kingdom and Belgium.
 - Led the successful roll out of web based employee access to the HRMS system for 30,000 employees. This involved project management, employee communications, web site development, security authentication and infrastructure design.
 - Oversee other HR technology improvement initiatives including:
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- New applicant tracking system
- New expatriate tracking software system
- Expansion of PeopleSoft functionality (i.e. training administration)
- Development of computer based training for distance learning
- HR decision support system (Cognos) for affirmative action and executive compensation
- Manage the Employee Information Center (EIC) to support the business units. This includes the PeopleSoft Hotline, developing and delivering training, providing report writing and query support and keeping customers apprised of upgrades.

Manager, Employee Benefit Systems – PeopleSoft Project

Responsible for the project management and successful conversion of the legacy system to the Benefits Administration module of PeopleSoft. Managed a cross-functional reengineering team to address the changes in business process for the implementation of a new HRMS (PeopleSoft).

Achievements

- Managed 5-8 employees and contractors.
- Managed a team consisting of members from Human Resources, Benefits, Payroll and Information Systems to define, document and train customers on process changes.
- Coordinated with all the benefits departments across the company to standardize plans and processes in order to move to a centralized system.
- Led users during implementation and transition to new system.

OTHER PROJECT EXPERIENCE

Senior Benefit Systems Specialist, Honeywell Inc.
 Benefit Systems Analyst, Honeywell Inc.
 Operations Support Analyst, Honeywell Inc.
 Benefit Operations Assistant, Honeywell Inc.
 Senior Computer Operator, University of Minnesota
 Computer Operator, Honeywell Inc.

EDUCATION/TRAINING/DEVELOPMENT

Bachelor of Arts, Organizational Studies - Bethel College, St. Paul, Minnesota
 Women in Management - Minneapolis Community College, Minneapolis, Minnesota
 Computer Programming and Operations - Minnesota School of Business, Minneapolis, Minnesota

PROFESSIONAL ASSOCIATIONS

International Association for Human Resource Information Management (IHRIM)
 Society for Human Resource Management (SHRM)
 HRIT Leadership Council

