

Brandon J. Curry

Rochester, MI 48306 | +1.248.633.5451 | brandon@workartsadvisors.com

Global HR Executive | Organization Design & Development | HR M&A | Talent

Builds more effective and engaged organizations and talent | Leverages technology and culture to accelerate performance and capability

High-integrity, creative executive with vast experience developing organizations and talent. Initiates performance improvement, increases capability, enhances HR service delivery, and orchestrates compelling leadership of large strategic change initiatives (start-ups, global technology deployment, merger and acquisition integration, divestitures, business segmentations and restructuring). **Expertise in:**

Organization Design & Development | M&A Integration | People Ops | Global Talent Management | Sales & Incentive Compensation Design | Employee Engagement | CI/Lean/TOC/8020 | Strategy Deployment | Performance Management | Global Culture & Leadership Development | HR Technology

Professional Experience

Work Arts LLC, Rochester, MI

Sept 2020 - Present

Founder and Managing Advisor

Work Arts is an advisory partner helping clients to enable their strategy, transform their work, and enable their talent. Provide clients organization design & development, M&A due diligence and integration, interim & fractional CHRO/CPO, transformation leadership, and performance consulting services.

Organization Design & Development Advisor: Advised management teams on their organization design and transformation across sectors including medical device, electric & connected vehicles, industrial, digital print marketing, publishing, SaaS Fintech, wholesale distribution, and non-profit. Advised corporations, non-profit, and public-sector agency teams to build their talent practices such as succession and performance management.

HR & Organization M&A Services: Led the HR and organization due diligence and integration services on three projects for a British technology supplier in 2021. Advised the management of Fortune 100 Telecom New Business Incubation division on their integration of acquisitions. Advising Fortune 500 Automotive Supplier's Information Technology leadership on organization design and integration of large global acquisitions and a carve-out spin-off to public offer.

Interim Chief People Officer: Led people and organization due diligence and integration services for a British Fintech's \$200M acquisition of an American technology and services firm in 2022. Retained as Interim Chief People Officer to advise the Founder and Executive Committee through their series D fundraising, acquisition, integration, scale-up, and leadership succession of the integrated company.

CGS Fellow (December 2020 – present): Contracted Executive Advisor contributing organization design, inertia removal, and transformation enablement expertise to connected technology transformation engagements with management teams at Fortune 500 clients in the Automotive, Telecommunications, Medical Device, and Technology sectors. Conducted research and co-authored the 2022 Insights Report: *How Labor and Tech are Accelerating Industry 4.0 Adoption.*

Tenneco, Southfield, MI

Jun 2012 – Aug 2020

Tenneco acquired Federal-Mogul in Oct 2018 creating a Fortune 200 enterprise with pro forma 2018 revenues of ~\$17B and 87,000 employees worldwide, and created intended Spin-Co. DRiV, Inc. from the combination of Tenneco's legacy Ride Performance and Aftermarket businesses, Federal-Mogul's Motorparts and Öhlins.

Vice President, Human Resources, DRiV Motorparts

Jan 2019 – Aug 2020

\$3.5B Motorparts Business group sells/distributes a portfolio of products in the global vehicle aftermarkets. It has 20 manufacturing locations, 14 technical centers, and 60+ site supply chain network.

Reporting to the CHRO and Motorparts President, led all HR activities with 7 HR executive direct reports across regional commercial markets, serving 9,000+ team members globally. Enabled savings, improved margins/free cash flow, and profitable revenue growth as a member of the team that merged Motorparts with Tenneco Ride Performance and Aftermarket organizations

Led organizational design and staffing of the global Motorparts business and DRiV HR function and cultural integration efforts:

- Part of team that reduced costs, improved margins and free cash flow, and enabled DRiV's growth strategy in priority products/ markets around the world by developing/deploying the market-centered DRiV Motorparts business model to address myriad of changes (Go-to-Market, Supply Chain processes, sales strategy) resulting from the merged product line portfolio
- Identified and delivered \$50M+ in integration-related synergies in the Motorparts division
- Aligned pay and performance — reinforced a performance-based culture and aligned fixed costs with revenue by designing/ implementing the Sales Incentive Program in each region
- Contributed to HRIS, payroll, and talent systems integration initiatives
- Led Motorparts pandemic management – flexed salaried labor costs 41% within quarter, navigated government and health authority requirements, and ensured safe working conditions to deliver essential business; enabled Motorparts to deliver increased margins and support enterprise liquidity
- Optimized DRiV's cost structure – represented HR on small team that led global divestiture projects and HR governance of \$20MM in global restructuring actions to deliver division EBITDA and FCF

Federal-Mogul Motorparts, Southfield, MI

Mar 2017 – Dec 2018

\$3.5B private equity-backed manufacturer & distributor delivering portfolio of products through 20+ leading automotive aftermarket brands/premium products for new vehicles by OEMs, with 17,000 employees, 33 manufacturing sites, 10 engineering centers and 42 distribution locations in 17 countries.

Vice President, Global Human Resources

Reporting to the CEO, the global executive accountable for HR, Talent, Facilities, and Environmental Health & Safety. Member of the Employee Benefits, Compensation and Enterprise Risk Management committees.

- Enhanced talent attraction and retention by creating a distinct Motorparts identity: sponsored mission, vision and values implementation through employer branding channels and internal communications; expanded NA and EMEA entry programs
- Reduced \$15M of annual cost prior to the 2018 acquisition by leading multiple global performance management and restructuring initiatives
- Reduced the global overall injury incident rate of 24% despite a 2M increase in operating hours in 2017
- Enhanced the bottom line by contributing to multiple strategic projects (divestitures and licensing Intellectual Capital), enabled long-term growth (acquisitions), diversified the revenue stream and expanded markets (JV), including the 2018 sale and integration of Federal-Mogul to Tenneco

Federal-Mogul Corporation, Southfield, MI

Jun 2012 – Mar 2017

Diversified \$7B private equity-backed supplier with 53,000 employees, 120 manufacturing locations, 24 technical centers and 45 DCs in 33 countries operating in two segments (Powertrain & Motorparts).

Director, Global Talent Management & Talent Acquisition

Established/led a new Global Talent Management and Talent Acquisition team within the global HR function and contributed to the segmentation of the two businesses in preparation for a spinoff. Improved employee performance/productivity through development of new talent management, global learning, and a cloud-based talent management system. In 2019, 70% of leadership talent were promoted from within based on process created in 2014 in the Powertrain business.

- Built the talent management leadership team across the five continents and all regions
- Prepared the Company for strategic alternatives: supported two-division segmentation, enabled enhanced customer alignment with GTM strategy through org. design leading to divisions' growth
- Designed/ implemented the Annual Talent Management Cycle and all sub-processes:
 - Redesigned/introduced performance mgt/talent reviews, engaging 2000+ managers; facilitated executive talent reviews for each function, business unit and division annually
 - Guided high potential development planning and increased retention and internal mobility
- Enabled HR resources to contribute value-added work and established manager accountability for internal talent development: led selection/configuration/implementation of SaaS integrated talent management system to manage employee lifecycle for 11,000 global salaried workforce
- Established global curriculum and Federal-Mogul Academy with online/on-demand & onsite delivery

Earlier Career History

- **Continental AG**, Auburn Hills, MI, Manager, Organization & HR Development NAFTA, 2011 - 2012
- **Emergent BioSolutions**, Lansing, MI, Sr. Manager, Human Capital Development, 2010 – 2011
- **Wells Enterprises**, Le Mars, IA, Sr. Manager, Organization Development, 2009 – 2010
Interim Corporate Continuous Improvement Executive, Oct 2009 – Apr 2010
- **Champion Homebuilders**, Troy, MI, Manager, Training & Development, 2005 – 2008
- **Oakland University**, Rochester, MI, Special Guest HRD Lecturer, 2005 – 2012
- **Form by Function Design & Consulting**, Auburn Hills, MI, Independent Consultant, 2003 –2005
- **DaimlerChrysler Corp.**, Auburn Hills, MI, Manufacturing HR roles, 2002 – 2003
- **Auburn Hills Christian School**, Auburn Hills, MI, Mathematics & Science Teacher, 2001 – 2003

Education, Certifications, & Notable Development

Oakland University, Rochester, MI, Master of Training and Development, 2003 | Bachelor of Science, 2001
University of Michigan – Ross School of Business, Ann Arbor, MI, Advanced HR Executive Program, 2022
University of North Carolina – Kenan-Flagler Business School, Chapel Hill, NC, Talent Management Institute, 2015

Certified Organization Design Professional (CODP) | High Impact Learning Workshop (Brinkerhoff) | Cape Cod Institute, Process Consulting (Schein) | Certified Professional of Learning & Performance (exp.) | Birkman Assessments | DDI Learning Systems, Master Trainer | CCL Assessment Suite | Hogan Assessment Certification | Vital Smarts - Crucial Conversations Facilitator | Lean Works Kaizen Facilitator

Community Leadership & Recognition

- **The Apostolic Church of Auburn Hills**, Musician, 2001 - present
- **Oakland County Workforce Development**, Oakland County, MI, Board Member, 2014 – 2017
- **Cornerstone OnDemand**, Product Advisory Council, 2014 – 2016.
- **Oakland County Executive**, L. Brooks Patterson's Elite 40 Under 40, 2015
- **Cornerstone OnDemand**, 2014 RAVE Award for Transformational HR & Talent Strategy
- **Who's Who Among America's Teachers**, recognized in 2002