

Bryan Gillette

Pleasanton, CA

bryan@summitinggroup.com

925-872-0806

"Bryan had a solid understanding of our corporate and group business goals and objectives and helped us develop programs to provide the skills and knowledge to successfully pursue and achieve them. He doesn't just go through the motions, he really understands what the business is trying to accomplish. He's a great business partner."

**-- General Manager,
Documentum Client**

(Regarding M&A)" He led the entire experience flawlessly. The HR / Employee portion of our company integration process is leading practice due to his leadership."

**-- Vice President,
McAfee Ops Client**

"Bryan was always very professional and forthright in his dealing with us as a vendor/partner. You always knew where you stood with Bryan."

-- Consultant

"He's very focused, organized and committed to his work and someone you can depend on to be objective and fair"

**-- Sr. Director,
Documentum/EMC Client**

"Bryan is extremely well versed in the area of HR. He has experience in building a learning roadmap aligned with business strategies and goals, developing leadership curriculum, and coaching executives. Additionally, as the communications arm for the Sr. VP of Human Resources he is known as the 'great communicator.'"

**-- Sr. Director,
EMC Client**

Summiting Group

Founder/Principal Consultant

2012 - Current

The Summiting Group is a Human Resource consulting organization focusing on:

- HR Strategy Development and Executive Coaching
- Employee Communication and Leadership and Employee Development

Topcon

Vice President, Human Resources

2010 - 2012

Executive responsible for 1,000 person global organization overseeing all aspects of HR and US Payroll.

- Developed executive compensation short and long-term incentive program allowing us to attract and retain senior talent.
- Coached executives on effective management techniques and compensation practices.
- Implemented an MBO bonus program based on company and individual performance moving the company to a pay-for-performance culture.
- Enhanced employee/manager automation by implementing HRIS (Workday) where no system existed and converted to new payroll provider reducing manual feeds by 80%.
- Implemented compensation tools including grades, salary ranges, and job codes to more effectively manage salaries.
- Increased visibility and enhanced recruiting efforts by rolling out Topcon Careers for both internal and external candidates.
- Reduced manual components of payroll and HR processing to reduce errors, improve efficiency and allow us to scale.
- Conducted 410(k) audit and moved to new provider in order to increase services and reduce expenses by over 50% to employees.

McAfee (Acquired by Intel)

2008 – 2010

HR Senior Director, Operations, Communications and M&A Integration

- Led global HR/Learning Systems, HR Services, M&A Integration, and Communications with 13 direct reports.
- Developed and drove communication for major HR activities including reduction in force, performance management, annual survey, HR web site, and global leadership meetings.
- Built up and drove M&A integration team and managed 10 deals from 8 to 1,200 people in all regions of the world; handled Due Diligence, Integration, and Assessment while maintaining lower than average voluntary turnover.
- Transformed HR Operations by setting system roadmap and developing a global services organization to align processes and improve users' experience.
- Improved employee and manager self service capabilities by expanding automation tools to improve Talent Acquisition, Performance Management, Goal Setting, Bonus Administration, Stock Administration, Succession Management, and Onboarding.

Kyphon (Acquired by Medtronic)

2007 – 2008

HR Director, Learning and Development and Communications

- Managed integration and communication for Medtronic/Kyphon acquisition.
- Provided consulting to both organizations on effective integration techniques.
- Conducted Change Management consulting and training to all management to integrate more smoothly.

Documentum (Acquired by EMC)

2000 – 2007

HR Director - Leadership/Employee Development and HR Business Partner

Learning and Organizational Development

- Built function responsible for all leadership/management development training and professional skills training. Consulted with all levels in the organization.
- Developed and rolled out Leadership College and 360-Degree program to all levels of management including CEO and all EVPs (US, Europe, and APAC). Saw measurable improvement via internal surveys and reduced voluntary turnover.
- Designed, developed and globally implemented Leadership Development Curriculum, Technical Product Engineering Curriculum, and New Employee Curriculum.
- Managed quarterly International Leadership Forum bringing our top 10% of the organization together to address key organizational issues and align leadership.
- Implemented and drove Executive Development and succession planning.
- Developed and instituted annual mentoring program and advised on cultural awareness.
- Managed all internal communications.

HR Business Partner

- Business Partner for Corporate Services (Finance and IT) and Engineering/Product Operations responsible for rolling out all HR programs (e.g., Compensation, Employee Relations, Organizational Development, Reorganizations, Reductions in Force) for a 500-person organization.
 - Rolled out Annual Merit Increases, Performance Management System, Quarterly Bonus allocation, and Stock Option grant programs working with functional VP and Corporate HR.
 - Consulted with division vice presidents and general managers on OD initiatives related to Team Effectiveness Evaluation, Change Management, Matrix Management and Performance Improvement.
 - Drove M&A integration (HR) for 10 software-related mergers and acquisitions working with New Business Development and acquiring company.
-

ProBusiness

1996 – 1997

Manager, Training and Development

Built Training and Development function with no infrastructure or budget in place by assessing needs, prioritizing requirements, setting budget, and implementing solutions. Designed 5-week new hire induction program and developed state-of-the-art training facility.

Franklin Templeton

1991 – 1996 and 1997 – 2000

Sr. Manager, Training and Development and Management Training (College Recruiting) Program

Recognized as an innovative leader and consistently placed on high-level, high-visibility projects that required a creative approach, quick turn-around time, and strong project management skills. Consulted with, and trained all levels of management (domestically and internationally) advising management on training and organizational issues.

- Managed 270 employees with over 14 million dollar budgetary responsibility in six offices (US, Canada, Europe).
- Expanded Franklin Templeton's International Management Training Program to 250 Management Trainees within N. America and Europe and led operations for program including: Employee Relations, Recruiting, Compensation and Training.
- Responsible for business planning, budgeting, and strategic planning for college recruiting program.
- Implemented online training courses to decreasing per person costs from \$20/hr to \$1/hr.
- Designed, developed, delivered, and consulted courses on: Decision-Making, Innovation, Project Management, Change Management, Team Problem Solving, Unlawful Harassment, Presentation Skills, Strategic Planning, Goal Setting, Process Improvement, and Performance Management, and Technical Training Curriculum.

Manager, Customer Service

- Managed three supervisors and 25 customer service representatives.
- Prepared and managed 2.4 million-dollar budget within 2% of actuals.

Boards of Director and Faculty Positions

Bridge of Opportunity

2008 – Present

President/Founder (www.bridgeofopportunity.org)

Developed foundation charter, achieved 501(c)3 status, and managed fund-raising efforts to fund foster youth college scholarships. Oversee Board and all organization activities.

iGate Development Corporation

2010 - 2013

Vice Chairman/Founding Board Member

Vice Chair for a green technology incubator to assist companies start their business with the intent to attract technology companies to the Tri-Valley. Member of the Compensation Committee and CEO Search Committee.

**Cal State University, Hayward
Faculty**

2001

Education and Training

MBA California State University, Hayward

BA Organizational Behavior, University of California, Davis

BA Communications, University of California, Davis

International Experience: Taught and consulted throughout Europe and traveled extensively around the world including: India, Australia, SE Asia, China, Eastern/Western Europe and Middle East (over 30 countries)

Certifications: DDI (Developmental Dimensions, Inc.) Instructor; Project Mentors Project Management Instructor; PDI 360-Degree Feedback Coach; Real Learning Coaching and Communications Instructor.

Adventures: Avid Endurance Cyclist and Runner. Completed many ultra-cycling events including 300-mile, 24-hour bike ride as well as a solo 4,000 mile bicycle trip across the United States and 50-mile endurance runs.