

SUMMARY

Results focused creative thinker with strong tactical execution skills, deep business acumen and advanced strategic thinking. Diverse experiences in fields including HR, Project/Change Management, Marketing, Business Development and Relationship Management. Proven track record of developing business solutions by partnering with and leading others. Dynamic connector of people, ideas, solutions and results.

PROFESSIONAL EXPERIENCE

Brice Consulting Group (www.thisbriceconsulting.com)

Principal, Human Capital Strategy Consultancy (02/2012 – present)

- Boutique talent and change management consultancy specializing in human capital strategy initiatives and improvements
- Provided talent/HR transformation services to a variety of companies growing and matured across multiple industries
- Developed strong client engagement model and customized solutions to meet business objectives

Sample Engagements

- Retained by privately held mid-market global assignment relocation provider to build out Global Talent Mobility value proposition and business practice. Conducted market research to determine opportunity, formulated strategic position, operationalized all aspects of practice, including product & services, pricing, resources and sales penetration both domestic and global (regional strategies formulated in Europe and Asia). Created new business, www.msitalent.com providing talent mobility services to multinational companies around the globe.
- Retained by financial services startup, (www.advisorsahead.com) to determine market strategy and build out of partner value proposition. Lead work to determine practice management offering as well as new hire acquisition, onboarding and ongoing development of recent college graduates introduced to financial services industry.

Bank of America

Leadership Development, Senior Vice President, Human Resources (05/2007 – 02/2012)

- Senior leadership member (Direct Report to Head of Leadership Development for Global Wealth & Investment Management, 35,000 person, \$15B revenue organization), responsible for driving strategic talent management, learning agenda and key organizational development initiatives, including talent planning, exec on-boarding, performance management and other core HR/talent processes and priorities
- Leadership Development Executive for Chief Operating Officer and International Wealth Management businesses and their respective leadership teams: 5,000 total associates in 4 regions (US, EMEA, LATAM, APAC), \$2.5B plus revenue businesses
- Key member of transition team involved in HR/OD transformations across two of the financial services industries largest transactions: Bank of America acquisition of U.S. Trust, and Bank of America acquisition of Merrill Lynch

Highlighted OD/Change Management Initiatives:

- Led span of control initiative review on behalf of Global Wealth and Investment Management (35,000 associates) aimed at identifying efficiency opportunities. Work reported to BOA CEO and incorporated into recommendations to launch Companywide initiative, NEW BAC.
- Key project lead pre & post BOA/ML acquisition identifying structural and human capital synergies and opportunities.
- Created Chief Operating Officer organizational structure (new function to BOA; global function) including all senior level role descriptions and management routines. Assisted in talent evaluation for slating senior team.
- Led Latin America Wealth Management organizational efficiency assessment to determine onshore/ offshore multi-million continued investment in Brazil local currency business. Partnered with Boston Consulting Group to determine wind down strategy and corresponding communication and stakeholder engagement plan.

Senior Project Manager, Vice President Global Wealth & Investment Management (03/2006 – 05/2007)

- Led large scale projects and worked as a project team member within Sales Service and Execution Division Business Planning and Strategy group that required joint collaboration across multiple lines of businesses and working with critical partners: legal, risk, finance, technology, ops, aimed at reducing operational risk and increasing business process improvements

Consumer Center Manager, Consumer & Small Business Banking Northeast Division (01/2005 – 03/2006)

- Oversaw and led a \$40M deposit branch, including all sales, operations and staff development/management aspects
- Demonstrated strong sales results, elevated community presence, mentored and developed team

207 Agency

Principal and Co-Founder, multimedia production and brand consulting start up firm (09/2001 – 01/2005)

- Started and built brand presence and client base for multimedia production and brand consulting firm, including: strategic market research, multimedia product development, brand architecture and identity and customer acquisition campaigns. Lead business growth strategy, sales and client relations. Serviced both commercial and nonprofit clients across the U.S.

EDUCATION & PROFESSIONAL DEVELOPMENT

- Masters Degree in Management: Organizational Effectiveness Concentration – Cambridge College, MA
- Bachelors Degree in Psychology – Gordon College, MA
- Certified Six Sigma Greenbelt Project Manager
- Recent Author: Relocation Industry White Paper: *Talent Management Strategies to Improve International Assignment Effectiveness*
- Certified Facilitator of the Thunderbird Najafi Institute Global Mindset Inventory
- Certified Facilitator of the Occupational Personality Questionnaire Assessment Report
- Lead Instructor of the GMS-T (Global Mobility Specialist- Talent Designation), World Wide ERC (employee relocation council)