

# WILLIAM G. KELLNER

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## EXECUTIVE SUMMARY

Impactful executive leading business to improved performance via sound fiscal, talent, and workplace strategies and leadership performance optimization. Work experience in Europe, Asia Pacific, and Latin America.

## PROFESSIONAL EXPERTISE

Business Strategy  
Talent Strategy  
Sales Executive Development

Organizational Design  
Leadership Development  
Lean Process Improvement

Business Development  
Business Integration  
Employee Engagement

## EMPLOYMENT HISTORY

### CAREER PARTNERS INTERNATIONAL, LLC

January 2019 – November 2021

*President and CEO*

*Member, Board of Managers*

Driving the strategy and advancement of growth for a global, partner equity owned human capital consulting organization delivering excellence in career transition, career management, professional and executive coaching and individual and team development solutions. Protecting the Firm's intellectual property and mitigating risk through proprietary solutions and partnerships for over 50 partner firms with 300 offices worldwide.

- Lead Global Headquarters team delivering Technology, Marketing, Program Management, Member Services and Finance functions.
- Initiated a business strategy planning process with the Board of Managers, creating the future state strategy and business plan.
- Brought an advanced, proprietary, and market-first solution to the Firm via strategic business partnership with an Artificial Intelligence technology delivery platform. A significant competitive differentiator.
- Grew headquarters operational capacity via capability enhancement, supporting new solutions and technology platform improvements.
- Improved the state of Board of Managers governance to bolster fiduciary responsibility and focus.
- Performance managed underperforming Partner organizations and executed Partner license changes and terminations without legal challenge.
- Brought new Partners into the Firm and facilitated transition of majority ownership acquisitions and changes.
- Created legal and fiscal rigor around a proprietary business line operating as a separate LLC.
- Exceeded net income targets through significant operational and expense management in the face of significantly declining revenues.
- Participated in client sales engagements for global RFPs. Personally sold a multi-year consulting solution engagement with value approaching \$500k.

### MICHAEL BEST & FRIEDRICH, LLP (Milwaukee, WI)

2014 – April 2018

"Am Law 200" law firm focused on Intellectual Property, Transactional, Labor & Employment and Litigation practices in 12 offices across 8 states.

*Director Special Projects*

*Chief Human Resources Officer*

*Director, Human Resources*

*February 2018 – April 2018*

*January 2016 – February 2018*

*August 2014 – January 2016*

Designed and built the strategy, structure and staff for the Firm's first strategically integrated Human Resource and Administration & Operations function. As member of the Firm's Executive Committee, led an 11-person team and managed a \$1.5MM budget. As Director Special Projects, led initiatives to grow the Firm in new markets.

- Aligned HR function deliverables to Firm strategic imperatives.
- Recruited and developed all new HR team members, ensuring successors for critical roles and dramatically enhancing capability and capacity.
- Led the creation of new recruiting, onboarding, performance management, development, and organization and talent planning processes.
- Opened 4 new markets in 12 months, delivering on 'Vision 2020' growth strategy.
- Implemented new integrated payroll and HRIS solution, on-time and under-budget, reducing operating cost.
- Led initiatives in incentive and benefits improvements instrumental in building stronger internal engagement and securing a perfect 100 score two consecutive years in the Human Rights Council's Corporate Equality Index.
- Built capability in Marketing & Business Development and Finance functions.

## **OPTIMIZED TALENT STRATEGIES LLC**

**May 2013 – Present**

*President*

Human capital management consulting organization focused on talent strategies that drive business success. Areas of solutions expertise include: Business Strategy and Talent Strategy alignment; Succession Management; Organizational Restructuring; Leadership Performance Acceleration; Career Transition Coaching.

## **MANPOWERGROUP (Milwaukee, WI)**

**2008 – May 2013**

\$20B+ global innovative workforce solutions staffing and consulting firm.

*Senior Vice President, Human Resources, Right Management*

*2009 – 2013*

*Vice President, Human Resources, Jefferson Wells*

*2008 – 2009*

*ManpowerGroup Global HR Council*

*2008 – 2013*

Created and led the Human Resource function for Right Management, the global leader in Talent and Career Management Consulting Solutions with over 2,500 Employees in 70 offices around the world, enabling the attainment of Right Management Strategic Plan initiatives.

- Architect and executive sponsor of global “Emerging Talent” program identifying and growing the future leaders of the organization.
- Designed and delivered Global Leadership Team alignment session in Netherlands, evaluated as “best leadership team meeting in company history”.
- Sales Executive Performance Coach – Strategic Client Management Initiative.
- Led reorganization design and execution efforts sustainably reducing SG&A by over \$10MM in the Americas.
- Designed and implemented a “Pay for Performance” process and culture, heightening performance management capabilities while reducing salary costs by 1.2% annually.
- Reduced transactional process costs by \$1MM+ annually via in-sourcing of shared service functions.
- Created strategy for integration of Jefferson Wells business into Manpower Professional (now Experis).
- Drove double-digit improvement in employee engagement scores in impact areas during high change periods.
- Participated in Strategic Client Management sales presentations.
- Co facilitated day long Strategic Workforce Consulting business development session with current and prospective clients in the Mid-Atlantic market
- Led integration of Right Management Support Functions into ManpowerGroup geographical structure, hitting all financial and timeline targets.

## **REXNORD INDUSTRIES (Milwaukee, WI)**

**2004 – 2008**

\$1.6B global manufacturer of power transmission equipment with over 6,000 employees worldwide.

*Vice President, Group Human Resources*

*2007 – 2008*

Leadership of the HR function of 17 in the Bearing-Coupling-Gear group supporting 2,700 employees driving over \$650MM in sales across 11 US and 3 International locations.

- Pioneered new group organizational structure aligned to business strategy, capitalizing on total customer satisfaction, earnings, and growth in primary market verticals. Architecture subsequently adopted by other Rexnord Groups.
- Topgraded Business Unit Leadership and HR organization to optimize talent capability and support new business development.
- Inherited and defeated USW organizing campaign by 4 to 1 margin.
- Secured talent for executive leadership roles such as Business Unit VP/GM and newly created GM, Rexnord China.

*Director, Global Talent Development*

*2006 – 2007*

Selected as sole member to this newly created function established to create homogeneity of processes and programs directed at identifying, securing, evaluating, and developing talent for senior leadership succession at Rexnord.

- Selected to the design initiative to restructure Rexnord LLC into new business platforms. Hit all design criteria targets and schedules.
- Designed and implemented first Global Performance Management Process (Performance Ownership). Linked program to Selection Process and Succession Planning; resulted in 93% adoption in 5 months - exceeding target.
- Doubled the number of “Ready Now” candidates in succession plan at Senior Manager-level. Created succession development plans for 3 CEO successors.
- Created and implemented Strategy Deployment process for the corporate wide HR function aligned with business unit strategies. First ever in Rexnord HR history.
- Delivered Leadership Development Program including 360 Feedback and development planning throughout the organization.

*Director, Human Resources, Flattop Global Business Unit* 2004 – 2006

- Topgraded entire Business Unit leadership. 20 Managers in 4 Countries, in 11 months.
- Co-designed and implemented inaugural Global Leadership Development program creating a Lean Culture through Leadership across 15 senior managers representing all functions. Resulted in: Sales, EBITDA, and Orders above plan for first time in 3 years; 100% Level 2 Strategy Deployment; and 100% deployment of new Performance Ownership program.
- Topgraded HR Function. Changed all 7 positions in function. Lean transactional process improvement and workflow optimization reduced \$60K of annually recurring waste.

**FISKARS BRANDS INC.** (Madison WI) **1999 – 2004**

\$700MM global consumer products manufacturer.

*Vice President, Human Resources, Headquarters & International* 2001 – 2004

*Director, Global Staffing & Development* 1999 – 2001

- Managed a staff of 6 with responsibility for a \$2.2MM budget and span of control across a US-based Global Headquarters; sales and distribution locations in Canada, Mexico, and Australia; and new business ventures in China and Japan.

**DATEX-OHMEDA** (Madison WI) **1995 – 1999**

Worldwide leader in the design, manufacture, sales and service of peri-operative anesthesia delivery and patient monitoring solutions.

*Human Resources Manager*

**HARRIS CORP.** (Quincy, IL) **1991 – 1995**

\$2.5B provider of Global communication & electronic system solutions.

*Supervisor, Human Resources*

## EDUCATION

**M.S. Industrial Organizational Psychology**; Florida Institute of Technology, (Melbourne FL)

**B.A. Psychology**; University Of Wisconsin-Milwaukee

## AFFILIATIONS

- Former Board Chair, American Red Cross Of Southeastern Wisconsin
- Advisory Board Member, Dockabl

## CERTIFICATIONS

- Certified Delivery Consultant, Strategic Workforce Consulting
- Certified, Management Research Group, LEA and IDI
- Certified Coach – ManpowerGroup Strategic Client Management
- Certified Facilitator – 7 Habits Of Highly Effective Managers & 360 Feedback, Franklin Covey
- Certified Labor Relations Professional – Michigan State University
- Certified Trainer – Targeted Selection, DDI / Selecting For Success, PDI
- University of Wisconsin Madison, Executive Education, Finance