

## Sue Stevenson, FCIPD

Sue Stevenson has over 20 years of global business experience in Sales, Marketing, Quality, Internal Communications, Executive Coaching, and Global Human Resource Management – latterly at the SVP level. Her expertise is in guiding and developing talented global leaders through a partnership of coaching for success. She believes that we all have the capacity and potential to truly thrive. This can be facilitated by stimulating curiosity, creating clarity, and inspiring people to take action for results.



Born in Scotland, Sue has lived and worked in the UK, Australia, Switzerland as well as traveled for business throughout Europe, Asia and Latin America, prior to moving to the United States in 2001. She brings a wealth of experience in the navigation of diverse national and organizational cultures. She holds a Bachelor of Education degree, graduate education in psychology and is certified in coaching by the Hudson Institute of Santa Barbara.

### Key Highlights:

- As Senior Vice President, Global HR, at Gerber Products Co., a \$2.4 billion global business with 6,000 employees in 25 countries, was responsible for structuring a new global organization while continuing to keep the focus on growing the base business and maintaining the 78% US Market Share.
- Successfully facilitated positive, energetic change at the individual, team and organizational level immediately following the merger between Ciba Geigy and Sandoz as Head, Organizational and Leadership Development at Novartis Consumer Health.
- Led executive workshops to develop new breakthrough thinking and innovation through alliances with The Key Change Institute and Results Coaching Systems (David Rock) – both leaders in methodologies using neuroscience to understand and apply new thinking to using our brains at work and creating sustainable change at an individual level.
- Successfully coached leaders on expatriate assignments in a number of Fortune 500 companies in sectors ranging from Life Sciences, Consumer Goods and High Technology to finance, local government and education.

- Delivered cost effective HR solutions to the global business in a matrixed environment at Elan Biopharmaceuticals which included the development of a new Global Talent Management and Leadership Development Process with key metrics.

### **Sample Companies I've Worked With:**

- Forte Hotels 1989-1991
  - Xerox 1991-1999
  - Novartis 1999-2002
  - Elan Biopharmaceuticals 2003-2005
  - Amtech 2006-2008
  - Carlsbad City 2007-2008
- and many other assignments in small, medium and large organizations across sectors.

### **Geographies I've Worked In:**

- Europe – including Central and Eastern Europe
- Russia
- Turkey
- USA and Canada
- Latin America
- Asia

### **Leader Positions I've Coached:**

- CEO
- EVP, SVP, VP
- Group and Early High Potentials
- Global Directors, Regional Director, Director

### **Business/Talent Challenges I've Helped Leaders Solve:**

- Cross-cultural challenges in leading globally dispersed teams
- Leadership of virtual teams in diverse geographical locations
- Building high performance through effective selection and development of talented people
- Moving from a functional leader to a multifunctional business leader
- Seeing reality and learning how to face it
- Development of executive presence
- Communicating vision and inspiring action
- Paying attention to get focus on the things that matter most
- Becoming better equipped to lead and manage change

- Building a global mindset
- Coaching direct reports in a way that helps them to find their own solutions rather than telling and advising
- Leading with values and authenticity
- Building relationships across the organization that help break down silos and build cross functional cooperation
- Taking tough, uncomfortable decisions
- Facing unique challenges in a declining economy
- Being open to feedback following a 360° survey
- Managing the complexities and competing priorities of different business units
- Receptivity to alternative viewpoints and approaches
- Balancing the strategic and tactical objectives within the business plan
- How to create a learning environment that minimizes fear and creates an innovative, forward looking culture
- Leveraging best practices both internally and externally
- Developing self awareness and impact on others.

### **Leadership Experience:**

- Senior Vice President, HR and Communications, North America for Novartis Consumer Health leading team of 90 people
- Global Head, HR, Gerber Products Co. and active member of Executive Committee
- Vice President, Global HR Services, Elan Biopharmaceuticals responsible for Total Rewards, HRIS global systems, Talent Management and succession planning, global recruitment and selection
- In conjunction with CFO and General Counsel, led Productivity for Growth Task Force saving \$40 million
- Served as a non - Executive Director of the Chartered Institute of Personnel & Development, UK
- Board member of the HR Strategy Forum in California for 4 year term

### **Education and Professional Development**

- B.Ed, Distinction in Educational Psychology - Aberdeen University, Aberdeen, Scotland

- Post Graduate Diploma in Personnel and Development, Napier University, Edinburgh, Scotland
- Coaching Certification Program, Hudson Institute of Santa Barbara
- Novartis Executive Program, Harvard
- HR Business Development Program, Novartis
- Lominger Coaching Program & Certification
- Psychological testing, Saville and Holdsworth, Level B
- Xerox Executive Development Program
- Executive Seminar Europe, INSEAD
- Art of the Quiet Leader and Intensive Coaching Certification, Workplace Coaching

### **Professional Involvement and Publications:**

- Member: The HR Strategy Forum (HR Planning Society, California Affiliate)
- Chartered Fellow: Chartered Institute for Personnel and Development (UK)
- Member: The International Coaching Federation (ACC)
- Speaker: San Diego Workforce Partnership Summit, Brainard Strategy, European Congress of HR, CIPD National Conference
- Publishing: *“Thrive or Survive – The Impact of Working in Different National Cultures,”* research article and contributing author for the book, *“Success is a State of Mind.”*
- Associate with Advantara Global Executive Learning and Coaching Institute
- Honored VIP by *Cambridge Who's Who.*