
Helena Light Hadley

Recognized Human Resources Executive with a record of elevating HR functional capability to align with and support business goals and strategies. Known for developing the next generation of HR, organization and community leaders. Delivers practical yet progressive HR solutions. Creative, critical and strategic thinking skills blend with a passion and pragmatism to serve and deliver results. Proven to have a unique ability to relate to and communicate with diverse populations from Boards, executives, professionals and line workers.

ACCOMPLISHMENT HIGHLIGHTS

- Increased client satisfaction with HR service delivery by enhancing **HR operational excellence and capability** especially resource planning, recruiting, compensation and benefits, job evaluation, development, communication and retention.
- Maximized **culture change** strategies that increased NPS scores and customer satisfaction.
- Facilitated **global business and HR transformations** that increased revenues, customer service, improved continuity of practice and lowered cost.
- Drove significant increase in employee satisfaction with **performance management** process change (from 23% to 76%) by eliminating the use of performance ratings.
- Unified **M&A and cultural integration** activities that led to Board satisfaction and minimal loss of key talent.
- Spearheaded **competitive benefits and wellness programs** while improving recruiting strategies which significantly decreased time-to-fill positions by as much as 65%.
- Revamped **learning and development programs** that increased employee participation in on line and instructor led courses by 25% (250 enrollments).
- Innovated talent management and leadership development programs that improved **quality of leadership** measured by incremental increase in engagement driver score.
- Redesigned the **talent management and high potential assessment** practices that improved the leadership pipeline.
- Overhauled **executive incentive compensation** design.

SKILL HIGHLIGHTS

Strategic Planning and
Management

Relationship Management
Organizational Design

Leadership Development
Organizational Change
Management

Program Management
Talent Management
Compensation and Benefits
Performance Management

WORK EXPERIENCE

Chief Human Resources Officer

AIRLINES REPORTING CORPORATION

2013 - 2016

Private company with 400 employees-provides air travel intelligence, financial settlement and, travel agency accreditation

Talent Management & Organization Design Practice Leader

ROLLS ROYCE, PLC

2010 - 2013

Provider of power systems and services in civil aerospace, defense aerospace, marine, energy and nuclear sectors. Headquartered in the UK, Rolls-Royce revenues exceed 11 billion; there are 40,000 employees around the world.

VP, Organization and Talent Development (OTD)

2005 - 2010

Interim Head of Human Resources

2006 - 2007

FINANCIAL REGULATORY AUTHORITY (FINRA)

FINRA was created in 2007 as a result of the merger of NASD and NYSE Regulation with the responsibility to regulate financial markets to protect investors. FINRA is a nonprofit with 3,000 employees.

VP, Global Learning and Development

HONEYWELL Automated Control Solutions

2004 – 2005

Honeywell's Automated Control Solutions division generates \$9B in revenue from its 6 different business lines around the world. Headquartered in Minneapolis, Honeywell ACS employs nearly 50,000 employees.

Executive Human Resources Leader

CONSTELLATION ENERGY

2003 - 2004

Constellation Energy is a \$15B leading supplier of competitive energy and is a major generator of electricity, developer of nuclear power, wholesale energy operations, and regulated distributor of electricity and natural gas.

VP, Global Learning and Development

INVENSYS, PLC

2001 – 2003

Invensys PLC, headquartered in London, is a global technology and controls group focused on automation, rail transportation and controls with current revenues of £2,243 million and 20,000 employees.

Various Progressive Roles

MARRIOTT INTERNATIONAL

1988 – 2001

Marriott is a global hospitality company with revenues over \$11 billion and over 3000 hotels around the world.

- **VP, Staffing and Development** (1999 – 2001)
- **Executive Director, Marriott Learning Services – A New Business Venture** (1996-1999)
- **Director, Total Quality Management (TQM)** (1991-1996)
- **Regional Director, Training and Development, Hotels** (1989-1991)
- **Director, Training and Development, Architecture & Construction** (1988-1989)

Helena Light Hadley

EDUCATION

- PhD coursework in Industrial/Organizational Psychology, Capella University
- Graduate of Executive Development Program, Aspen Institute, University of Maryland
- MA, Communication Arts, University of Maryland
- BA, Speech Communication and Performing Arts with minor in International Law and Relations, Catholic University of America

CERTIFICATIONS

- MBTI, HBDI, PDI 360 Certification for all levels, HOGAN
- Resilient Leadership Coaching Framework
- Change Management Methodology (Connor, Dannemiller-Tyson)
- Talent Management and Assessment, (Steven Drotter)
- Trained in Process Improvement, 6 sigma and Malcolm Baldrige and Project Management

RECOGNITION

- Greater Washington DC HR Leadership Award Finalist, 2008 and 2009
- Distinguished Service Award Nominee, Marriott International
- Phi Kappa Phi, University of Maryland

AFFILIATIONS, MEMBERSHIPS, COMMUNITY SERVICE

- Advisor, University of Maryland Robert E. Smith School of Business Center for Leadership Innovation and Creativity YMCA Central Maryland, Youth Asset Development Committee Member
- Advisor, University of Maryland Robert E. Smith Executive Development Programming
- Board of Directors, Modell Performing Arts Center at the Lyric, Baltimore Maryland
- Board of Directors, Providence Hospital Foundation, Washington DC
- Docent, Cape Fear Historical Society, Wilmington North Carolina
- Volunteer and Board Committee member for Step Up Wilmington, North Carolina
- International Association for Performance & Instruction; ASTD; SHRM, SIOP
- World@Work
- Boy Scouts of America; Howard County Government: Leadership U Mentor; G/T Mentor
- United Methodist Church, Spiritual Gifts Ministry Leader and Certified Lay Speaker