



BRUNO FALEMPIN

GLOBAL HUMAN RESOURCES AND TALENT EXECUTIVE

Building HR Operating Capabilities to Shape Business Growth

Senior HR Executive building Human Capital competitive advantages to drive business performance in the US, EMEA and APAC. Scaling up and transforming complex multinational operations (Rev.: \$10MM-\$500MM) within financial services, information technology, B2B and B2C industries. Trusted advisor to C-Level Executives, Management Teams and Private Equity investors delivering transformational change management in multicultural and highly sensitive regulatory and labor environments. Extensive experience in cross-border mergers integration, corporate turnaround, restructuring, downsizing and HR transformation. Inspiring leader building and developing high performing teams and customer-centric corporate cultures.

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Languages

- English
- French
- Italian

Operating Style

- Customer focused
- Bottom line driven
- Strategic and Pragmatic
- Innovative
- Accountability, Integrity
- Collaborative
- Diplomatic
- Agile and decisive
- Communicator

Employment History

(Key roles)

American Express GBT

- Global HR Business Partner
Global Sales - Client
Management

Euroclear SA

- HRBP Euroclear Settlement
for Euronext Securities

Pitney Bowes

- Head of HR Southern Europe
& Benelux

Data Service Spa

- CHRO

Bull Atos Technologies

- Managing Director Customer
Training subsidiary
- Head of HR France
- Head of HR Western Europe
and LATAM

Steria Bull Integris

- Head of Talent Acquisition
and Training

Target Roles

- HR Operating Partner
- Global HR Business Partner
- Regional Head of HR

Leading Business Transformations: Fast Growing Organizations Mergers Integration Restructuring- Turnaround

Successfully led global and regional organization and workforce re-alignment for **Pitney Bowes, American Express Global Business Travel, Euroclear and Atos Technologies**. Taking ownership and delivering on cost reduction, revenue growth and bottom line objectives. Negotiating downsizing, company bargaining agreements, new benefits, post-merger alignments while keeping workforce engaged and teams focused on business priorities. Managing labor and regulatory risks to mitigate litigations, protect brand and business continuity.

Scaling up Leadership and Talent Globally

Translating enterprise strategy into business-driven HR framework, programs and metrics to drive and monitor Human Capital transformation and effectiveness. Engaging and coaching Management Teams on developing the leadership practices and behaviors that power strong employee engagement and performance. Advising Business Leaders on employee relations, talent and performance matters. Managing communication ensuring top executive messages are crafted and rolled out effectively.

Immediate value to Global, US and International Firms

- Operating globally, agile across multiple cultures, industries and legal environments
- Designing, implementing, managing business-driven HR Strategies
- Delivering Talent and Leadership development solutions
- Managing performance management, career development & succession planning
- Driving Labor-Union negotiations: CBA, compensation and benefits, restructuring
- Building, coaching and managing global high performing and innovative teams

Multi-Cultural Background

Based in New York City, lived in France and Italy. **Education:** MBA from NYU Stern School of Business, MSc in Finance from Baruch College, Master of HR Strategic Management from Paris Dauphine University. Business travels and deals negotiations; US, the UK, Spain, Italy, Germany, Belgium, The Netherlands, China, India, North Africa, Sub-Saharan Africa, UAE. Led teams of 10 to 80 people. HR scopes from 50 to 6,000 employees. **Legally authorized to work in the US**