

Lynne Harris Bernstein, CPCC, NCRT, PCC

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Progressive HR Executive, collaborative executive business partner and certified professional executive coach. A modern talent management leader with a breadth of functional expertise including: OD, recruitment, training, coaching, ER, compliance, HRIS, benefits and compensation. Experience spans start-up, high growth innovative cultures as well as large organizations in union and non-union environments. Industries include: Advertising, Entertainment, Technology, Engineering, Manufacturing, Publishing, and Cable/Telecom.

professional

Applied Minds// Vice President, Human Resources (2 locations, 100+ employees)

November 2011 – present

Applied Minds invents, designs and prototypes breakthrough products. It is an interdisciplinary group of innovators - artists, scientists and engineers, with skills in architecture, electronics, mechanics, physics, biology, mathematics, software development, system engineering, and storytelling.

Reporting to the President and Co-founder and Chief Creative Officer, partner with organization leadership to bring people strategy and leadership to the exceptional level of everything else we do.

milestones:

- Partnered with business leaders on new business strategy and organization design resulting from a split in business partnership resulting in a business spin off.
- Re-built the HR organization to significantly increased HR overall effectiveness and business contribution.
- Designed and implemented Employee Engagement Plan.
- Introduced Internal coaching and leadership development.
- Worked with Partners to meet unique hiring needs including rapidly staffing specialized technical talent for a high profile project and the startup of a Boston office, and filling critical hard to fill positions.
- Partnered with the President and CFO to overhaul the compensation system and year-end review process.
- Implemented and integrated several HRIS and Talent Management systems.
- Top Secret Security Clearance

TUI University// Vice President, Human Resources (200+ employees)

February 2010- November 2011

WASC accredited online university, offering degrees in Business, Health Services, Education, and IS. \$60M profitable institution focused on active duty military, veterans and the communities that support them.

Reporting to the CEO, provided HR Leadership and executive partnership in an environment focused on rapid growth. Focused on building talent, organization and HR operational foundation.

milestones:

- Partnered with the CEO to deliver on his "Build People/Build Business" agenda.
- Partnered with the CEO in staffing the Executive Leadership Team.
- Successfully lead Academic Leadership through critical organization redesign of the Faculty organization.
- Developed compensation strategy regarding below market wages in several areas in the organization.
- Lead facility build out project including: ensuring departmental input, working with architects to design an inspiring and effective workspace that enhanced workflow and collaboration, and designing and implementing an effective communication and change management plan.
- Selected and implemented web based manager and employee self-service HRIS system.

Spot Runner// Vice President, Human Resources (7 locations, 400 employees)

August 2007 - December 2009

High profile tech start-up, Spot Runner developed a media technology platform & marketing services business to revolutionize the way advertising is created, bought and sold.

Provided executive partnership, strategic HR thinking and initiatives, and organizational leadership during the highest growth stage of the Company and the subsequent downsizing and ultimate shutdown of the business. Lead team of 12.

milestones:

- Built and lead an HR team recognized as a superior service organization and business partner.
- Built a diverse staffing team recognized in Los Angeles for bringing a pool of superior talent.
- Lead sales team reorganization.
- Played a key leadership role in the acquisition, integration support of a global online search business.
- Identified and implemented critical HRIS systems to support growth.
- Provided organizational insight through the development of a "Talent Dashboard".
- Lead organizational engagement strategy including Director off sites, town halls, and community service.
- Conducted full scale benefits audit, restructured plans & enrollment periods resulting in 40%+ savings.
- Oversaw facilities through challenges faced through growth and retrenchment periods.

Saatchi & Saatchi// Executive Vice President, Human Resources (10 locations, 650 employees)

November 2003- May 2007

Saatchi & Saatchi, a division of Saatchi & Saatchi Worldwide/Publicis, delivers full service advertising solutions for leading international brands such as Toyota/Lexus, Proctor & Gamble, General Mills and T-Mobile.

Reporting to the President in this employee focused and client driven organization, responsible for: organizational development, training, performance management, compensation, employee relations, and culture. Lead HR team of 6.

milestones:

- Developed and implemented The Coaching Academy – intensive 14-week management/leadership development course for creative minded managers.
- Redesigned compensation and pay delivery system to replace outmoded pay practices.
- Delivered HR metrics Dashboard, continuity plan and employee survey. Introduced initiatives informed by the data and analytics.
- Lead in place space renovation of 100k sq ft. including leading visioning, design and architectural decision-making to ensure that the Purpose and cultural goals of the agency were reflected in the design.

PRIMEDIA// Vice President, Human Resources (11 locations, 1500 employees)

August 2002- August 2003

A \$1.6 billion targeted content/integrated marketing & media company consisted of broad reach and enthusiast publications, events, television programming and related products.

Supported Western Region comprised of 80+ publications, over 800MM in revenue. Oversaw all areas of HR including: Compensation, Staffing, ER/OD, Performance Management, and Training.

milestones:

- Integrated 2 HR departments; implemented best practices leading to enhanced professionalism and performance.
- Developed an editorial excellence recognition program.
- Participated in restructuring Sales compensation and implemented the company's first sales training program.

Fandango, Inc.// Vice President, Human Resources

August 2000 - August 2002

Employee #2, reported to and was executive advisor to the President /CEO on all issues of organizational structure and development. Lead Staffing, Benefits, Comp., ER, Performance Management, Training, Communications and Facilities.

prior work history upon request

education

William Smith College

Bachelor of Arts, Sociology

Graduated magna cum laude, Phi Beta Kappa, High Honors

certifications and training

Certified Professional Co-active Coach, Coaches Training Institute (CTI) ♦ Certified - The Leadership Circle Profile ♦ Lominger certifications: Voices 360 degree feedback; Career Architect; and Interview Architect ♦ Pope & Associates, Diversity Learning Lab ♦ Tony Louw – Effective Presentations Training ♦ CCL Management Development Program ♦ Indiana University, Graduate School of Business, RR Donnelley Management Development Program ♦ Quality, Productivity and Competitive Position - seminar conducted by Dr. W. Edwards Deming ♦ Zenger-Miller Certifications: Frontline Leadership, Working Program, Facilitating Groups & Meetings ♦ Seminars: EEO & Affirmative Action and Employment Policies/Employee Handbooks