

MICK VERRAN

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7 Half Moon Hill, Acton, Ma 01720, USA

Summary

Organization effectiveness & talent management leader with deep experience enabling diverse businesses in Europe, U.S.A., Asia & North Africa to achieve their strategic goals by improving the capabilities of the organization & the effectiveness of its leaders.

Expert in strategy planning, organization alignment & development, enterprise-wide talent management, team effectiveness, process improvement, executive & leadership development.

Internal corporate leader & strategic business partner in matrix'd multi-cultural global organizations in finance, high-tech & manufacturing.

Highly productive, mobile external consultant managing multiple engagements with senior executives & all levels in fast-moving, high-growth companies in life sciences, energy & manufacturing.



Experience

ArnzenGroup (Organizational performance improvement consultancy) **2003 to present**

Clients include Aileron Therapeutics, Avery Dennison, Devon Energy, CERA, Hood, Johnson & Johnson, MassBay College, Mitsubishi-MERL, Novartis, Pitney Bowes, State Street, Vistaprint.

Consulting Partner

- Improved interfaces & transitions in drug development process in biotech & pharmaceuticals.
- Sped up strategic alliances process in pharmaceuticals.
- Established strategy planning processes in energy & manufacturing business units.
- Developed growth-oriented agenda for C-suite leadership team in manufacturing.
- Conducted benchstrength & outsourcing assessment for IT in financial services.
- Conducted executive assessment & development program in North African utility.
- Designed curricula for new leaders in Lean manufacturing & energy.
- Established mentoring programs in energy & supply chain.
- Established succession process & talent pools in biotech & financial services & manufacturing.
- Improved team effectiveness in academia & biotech & manufacturing & high-tech research.
- Coached entrepreneurs & start-ups in communication practices & leadership skills.

Avery Dennison (Global materials manufacturing & solutions, B2B and B2C) **1998 to 2003**

Worldwide Director of Organization Development

Directed executive development strategies for the worldwide Materials business, including talent management, executive recruitment, succession plan & pipeline strategy. Supported Lean/Six Sigma initiatives. Coached C-suite on organizational response to changing business strategies.

Director of Leadership & Organization Development, European Businesses

Established talent development & succession processes for 5 European businesses, initiating talent reviews & brokering developmental moves. Coached GMs & functional VPs on major leadership & organization changes. Coached high potentials on personal development.

Digital Equipment Corporation (Global computer systems, software & services) **1987 to 1998**

Worldwide HR Development Director

Established operational processes for worldwide Training organization, global talent management & executive development. Developed & managed new staffing process for executive positions in start-up Business Units. Coached line & HR executives to improve talent management practices.

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European HR Development Director

Implemented development programs for critical Management & Professional roles through country resources. Initiated & formulated external Competency Management consultancy service. Consulted on high-performing teams with new business units & external customers.

Abbey National UK (UK-based bank)

1982 - 1987

Manpower Development Manager

Managed Senior Management assessment, selection & appraisal processes, & Graduate Trainee Program. Delivered Management programs on leadership, team effectiveness & change.

Automobile Association UK (Motoring & travel services, insurance & publishing)

1975 - 1982

Administration Manager

Managed 25 Administrative staff. Administered company-wide Adult Education Sponsorship Program.

Capabilities

Organization Strategy

- Define the organizational roadmap to drive strategic business plans in diverse industries.
- Assess the 'fit' of a workforce with evolving human capital requirements.
- Develop critical workforce capabilities & enhance organizational performance.

Talent Management

- Ensure talent management strategies & processes achieve strategic business goals.
- Align employee performance with changing business strategies.

Organization & Team Effectiveness

- Improve critical business processes.
- Enable intact teams to improve & manage their own processes.

Executive Development

- Evaluate, leverage & retain executive talent.
- Accelerate 'time to performance' for newly-promoted leaders.
- Develop & deliver innovative learning programs that impact performance.
- Coach executives in personal effectiveness, management & leadership skills.
- Create innovative just-in-time, on-the-job performance aids, web-based toolkits & communities.

Facilitation

- Facilitate wide-ranging strategy discussions to a conclusion & action.
- Partner with & integrate diverse subject matter expertise & perspectives.
- Manage worldwide projects, leading cross-organizational, multi-national virtual teams.

Education

London South Bank University: Post-Graduate Diploma in Management Studies

Mobility

Dual UK & USA citizenship. Ready to relocate. Highly mobile – 90%+.