

BILL KOFAHL



EXECUTIVE PROFILE

GLOBAL HUMAN RESOURCES EXECUTIVE

CHANGE LEADER WITH A PASSION FOR HELPING ORGANIZATIONS AND INDIVIDUALS THRIVE

Human Resources Executive known for developing and leading international HR strategies and teams in changing and dynamic environments in technology, engineering, manufacturing and consulting organizations. Recognized for driving cross-organizational collaboration while managing the design and execution of solutions that receive outstanding endorsement in matrixed organizations.

Leverages deep business acumen and organizational savvy to achieve desired business results. Experienced in providing hands-on HR leadership in North America, Latin America, Europe, India, and the Middle East & Africa.

SELECTED ACHIEVEMENTS

Strategic Planning – In Dubai, developed and implemented human resource strategies that increase regional headcount 25% annually over 3 years while reducing per head cost of the human resources service delivery.

Change Management – In Germany, led a \$20M+ restructuring project including conducting swift and successful workers' council/union negotiations. Delivered project ahead of schedule and on budget.

Talent & Organizational Development - Managed the redesign and international rollout of a competency-based performance management system that resulted in an increase of "on-time completion" of employee feedback sessions.

Facilitation - Facilitated numerous large group interactions, developing strategies, tools, and processes that deliver desired outcomes.

Succession & Workforce Planning - Led the HR aspects of the transfer of a 100+ employee manufacturing operation from Madison, WI to Asia.

Acquisition Due Diligence & Integration - Synchronized across 8 European countries the HR post-acquisition integration of a \$350M carve-out acquisition completed by Emerson in 2008.

Coaching – Coached 100s of individuals on topics ranging from individual development, performance gaps, career planning, and executive leadership.

CAREER PATH

Emerson (NYSE: EMR), USA, Germany & UAE - 2001-Present

Vice President, Corporate HR, Latin America - Sunrise, FL
(2015 - 2018)

Vice President, HR, Emerson Network Power - Chicago, IL (2014 - 2015)

Vice President, Corporate HR, India, Middle East & Africa - Assigned to Dubai, UAE (2011- 2014)

Senior Director, HR & OD, Emerson Embedded Computing and Power - Assigned to Munich, Germany (2008- 2011)

Director, HR, Artesyn Embedded Computing - Madison, WI
(2005 - 2007) *Emerson acquired Artesyn Technologies in April 2006*

Manager, Corporate HR, Artesyn Technologies - Boca Raton, FL
(2003- 2005)

HR Consultant - Minneapolis, MN (Artesyn Technologies) (2001- 2003)

Banta Digital Group, Minneapolis, MN - 1998-2001

Operations Manager (1999-2001)

Manager of Organizational Development (1998-1999)

EDUCATION

Master of Business Administration (MBA) - University of Wisconsin, Madison, WI

Bachelor of Science (BS) - Rochester Institute of Technology, Rochester, NY