

MITCH SPIVEY

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PROFESSIONAL PROFILE

- Globally accomplished senior HR leader with broad and demonstrated leadership experience across diverse business areas – Human Resources Management, Business Operations Leadership, Global Strategic Payroll, Corporate Communications, Community Engagement, and Diversity & Inclusion.
- Demonstrated passion for inspiring people to optimum performance and success, leveraging the unique and diverse talents and needs of today's modern workforce, both domestic and global.
- Demonstrated success in developing global strategies transforming dated, ambiguous processes into modern best-in-class products with pragmatic and simplified processes.
- Strong negotiator with proven skillset for leveraging commercial efficiencies and cost savings while maintaining mutually beneficial working relationships for stakeholders.
- Proven leader in building and transforming HR operational support models that work across small and large diverse populations and geographies.

AREAS OF EXPERTISE

- Trusted People Leader
- Proven Team Builder
- Talent Acquisition/Development Leader
- Global Strategy & Transformation Leader
- Global Network & Relationship Builder
- Large-Scale Commercial Negotiator
- Culture and Process Change Leader
- Strategic Planner and Execution Leader
- Cross and Multi-Functional Team Leader
- Budget and P&L Planning Proficiency
- Transformation Development Leader
- Operational Model Design and Execution
- Strong Performance Manager
- Organizational and Workplace Design
- Diversity and Inclusion Champion

PROFESSIONAL EXPERIENCE

BD (Becton Dickinson), 7/2020 – present

BD is one of the world's largest medical technology companies, dedicated to advancing the world of health by developing innovative technologies, services, and solutions that improve medical discovery, diagnostics, and the delivery of care.

Senior Director, Global HR Operations and Service Delivery, Houston, TX

- Global leader for HR Operations and Service Delivery to a population of over 55,000 associates spanning 11 countries and 4 languages, providing services for tier one and tier two support across the areas of Customer Support, Talent, Total Rewards (Compensation, Benefits, and Retirement), Global Reporting, Data Management, and Payroll and Time.
- Lead Operational Excellence and Quality Programs focused on continuous improvement, process optimization, projects management, M&A activity, and automation initiatives.
- Accountable for the harmonization of the US and LATAM regions into a singular operating region, aligning employment centers to best serve associates across the region.
- Globally accountable for Payroll and Time strategically, guiding teams around the world toward harmonized payroll and time operations, invoice management and optimization, and more sophisticated KPI/performance metrics. Accountable for global implementations, contracts management, and vendor relations.

- Led the charge for HR Operations to an Outsourced Service provider for all Hire to Retire activities, focusing on lowering the HR cost profile in excess of \$10 million, and synergizing services across service centers.

Avenue 360 Health and Wellness, 6/19 – 6/20

Avenue 360 Health & Wellness is a Federally Qualified Health Center providing high-quality, compassionate primary, behavioral health, and dental care to medically underserved communities. Their mission is to deliver caring, comprehensive services that promote healthy people and healthy communities.

CHRO, Houston, TX

- Modernized and professionalized the HR function, establishing a sustainable people-operations foundation that strengthened organizational effectiveness and significantly improved the employee experience and benefits landscape.
- Built and led a fully integrated Business Operations division, spanning HR, IT, Business/Practice Operations, Grants & Contracts, Facilities & Infrastructure, and Marketing & Communications, driving enterprise-wide efficiency, operational sustainability, and organizational growth.
- Served as a transformational change leader, embedding cultural and functional integration across the agency to elevate patient care, accelerate organizational readiness for future growth, and strengthen operational performance.
- Championed cross-functional operational alignment to improve productivity, financial performance, reporting accuracy, and business development, advancing the organization toward a unified, equity-driven healthcare model.
- Stepped in as Interim Chief Executive Officer during a critical leadership transition, reporting directly to the Board of Directors and steering full operational and developmental oversight. Acted as the organization's internal and external spokesperson and ensured compliance with federal funding and Section 330 requirements as a Federally Qualified Health Center (FQHC).

British Petroleum (BP), 12/1993 – 12/2018

One of the world's largest energy companies, which operates in 70+ countries with a workforce of ~67k, BP's integrated approach to energy production spans across oil, gas, renewable energy, and lo-carbon technologies.

HR VP, Head of Western Hemisphere HR Services, 7/16 – 12/18, Houston, TX

- Western Hemisphere leader for ongoing operations and transformation initiatives for the largest operating region in the HR landscape (supporting 36% of employee population, over 30,000 employees); accountable for regional workstreams supporting the move from SAP to Workday, as well as BP's global strategic payroll initiatives and project workstreams in region.
- Successfully led a staff of over 100 employees in the US, Canada, Mexico, and Brazil; optimized relationships with outsourced service providers, managing an operating and investment budget of \$39 million and overseeing payroll throughput in excess of \$5 billion annually.
- Led Brazilian HR Operations to achieve the first successful implementation of the future insourced operating model, leveraging a fully integrated payroll solution for all Brazilian workers – 80% of the population with minimal literacy skills – nearly two years ahead of the planned global implementation utilizing modernized technologies.
- Provided expertise and leadership for the functional design and delivery model for Workday for the Western Hemisphere, and successfully led recruiting initiatives that brought on board, by year-end, nearly 75% of the staff required to launch solutions in 2019.

Global Director, Payroll, Time and Absence, 4/13 – 12/18, Houston, TX (concurrent responsibilities)

- Envisioned and implemented a global payroll and time strategy covering 88% of BP's global population, reducing the payroll systems landscape by 85% and creating a unified enterprise operating model.
- Led the global standardization of BP's payroll ecosystem, consolidating 200+ legacy operating systems into two strategic payroll vendors (ADP & BDO) and one global time/absence platform (Kronos), enabling scale, consistency, and operational efficiency across a highly diverse workforce.
- Optimized U.S. financial operations, BP's largest employee population, through strategic commercial negotiations that reduced outsourced payroll costs by 35%, with additional incentives secured for future business volume.
- Oversaw payroll operations across the U.S., Canada, Latin America, and South America, consistently delivering best-in-class accuracy exceeding 99.9% for all employees.
- Directed global commercial payroll contracts and vendor relationships for more than half of BP's active countries, holding commercial approval authority for all countries and managing an annual operational budget of \$13M and an investment budget averaging \$10M.

Director, US Payroll Operations, Time and Absence, 5/10 – 4/13, Houston, TX

- Led a mission-critical payroll remediation initiative, improving platform accuracy from 88% to over 99% and recovering \$2M+ in overpayments within six months; redesigned core processes that achieved sustained, best-in-class payroll performance within one year.
- Served as the primary HR operations partner to Employee/Labor Relations, rebuilding trust with union and non-union employees, and providing strategic leadership for payroll components of collective-bargaining agreements.
- Directed the functional and strategic design for hourly time and absence tracking across the U.S., harmonizing disparate business processes into a single, optimized enterprise solution and establishing a robust foundation for long-term time & absence governance.

Director, US HR Operations and Client Services, 8/09 – 5/10, Houston, TX

- Led initiatives for change leadership and broader client acceptance in the US, brokering change adoption in operations and through HR generalist leaders following the rollout of SAP HR and ADP payroll in the US, leading to overall stabilization and greater user acceptance.
- Led and participated in several process improvement initiatives within the business, breaking down silos of process development and creating further process harmonization across the US.

Manager, US HR Operations, Refining and Marketing, 3/07 – 8/09, Chicago, IL

- Led key refining and marketing HR initiatives that directly enabled the successful launch of SAP HR across the US and UK, ensuring alignment between operational needs and system deployment.
- Built and deployed a US-wide Change Champions Network, driving stronger change leadership and adoption through HR Generalist influence; expanded the model across additional US and UK business segments to accelerate SAP HR uptake.
- Acted as the strategic connector between refining/marketing business leaders and the SAP HR project team, ensuring delivery approaches met unique segment needs and enabling the seamless deployment of the operating model and technology.
- Designed and delivered comprehensive training materials, job aids, and supplemental tools to support HR and business stakeholders, strengthening readiness and adoption for large-scale transformational initiatives

Manager, Change Transformation, US Retail HR Systems, 8/05 – 3/07, Chicago, IL

- Led a business-embedded transformation integrating site-level HR back-office systems including hiring, onboarding, payroll, and renewal across 1,200+ U.S. locations, unifying BP, Amoco, and Arco's legacy platforms and enabling streamlined support for 20,000+ employees.
- Delivered BP's first end-to-end paperless HR solution by driving RFI/RFP activities, vendor selection, and team buildout; implemented the full employee-lifecycle system early and under budget, achieving rapid adoption and operational efficiency gains within one year.

Manager, Global HR Programs, Retail, 5/04 – 8/05, Chicago, IL

- Drove strategic initiatives for the Senior VP of Global Retail HR, streamlining processes for high-potential talent and expatriate populations, improving program effectiveness, and delivering measurable financial and operational gains.
- Represented the Senior VP in key leadership forums, providing strategic briefings and decision-ready summaries, and strengthening global connectivity and alignment across dispersed HR leadership teams.

Manager, Communications and Community Affairs, 5/00 – 5/04, Atlanta, GA

- Drove the launch of BP's retail BP Connect brand as a core task-force leader, shaping design decisions through hands-on prototype testing and actionable voice-of-customer insights.
- Unified diverse employee heritages post-merger by leading strategic corporate communications and large-scale engagement events that reinforced a cohesive, enterprise-wide BP culture.
- Designed and executed high-impact annual conferences across multiple cities, delivering critical business messages and strengthening morale, alignment, and cross-functional synergies across the business unit.

Other Downstream Leadership Roles, 12/93 – 5/00, Charleston, SC, Savannah, GA, and Atlanta, GA

- Provided leadership across pre- and post-merger transformations, integrating retail and financial systems to deliver a unified, high-performing operating model for BP and Amoco.

EDUCATION

- **Master of Business Administration, Human Resources Management Specialization,**
Capella University
- **Bachelor of Business Administration**
College of Charleston, Charleston, SC, 5/1992