

## MITCH SPIVEY

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### PROFESSIONAL PROFILE

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- ◆ Globally accomplished senior 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.

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### AREAS OF EXPERTISE

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

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### PROFESSIONAL EXPERIENCE

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**BD (Becton Dickinson), 7/2020 - present**

**Senior Director, Americas HR Operations and Service Delivery**, Houston, TX

- ◆ Americas 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 Talent, Total Rewards (Compensation, Benefits, and Retirement), Global Reporting, Data Management, and Payroll and Time.
- ◆ Lead Operational Excellence and Quality Programs for the Americas region, 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.
- ◆ Global Corporate Co-Lead, as well as Executive Sponsor for the San Antonio OPEN associate resource group, helping to drive awareness and breadth of reach around corporate diversity and inclusion initiatives.

**Avenue 360 Health and Wellness, 6/19 - 6/20****CHRO and Executive Vice President, Business Operations, Houston, TX**

- ◆ Accountable for professionalizing and modernizing the HR function, creating a foundation of people sustainability for organizational effectiveness and enhanced employee benefits.
- ◆ Accountable for creating a sustainable business operations division to cultivate and lead organizational efficiency, sustainability and growth, including Business/Practice Operations, HR, IT, Grants & Contracts, Facilities & Infrastructure, and Marketing and Communications.
- ◆ Change leader tasked with creating opportunities to enable broader agency integration, embedding a cultural and functional shift to ensure superior patient care and experience, enabling future growth, and promoting operational efficiency.
- ◆ Championing cross functional operations intended to bridge productivity, financial performance, reporting efficiencies, business expansion and development as work progressed toward an integrated healthcare and health equity offering for all patients and clients.
- ◆ Represented the agency in the role of Interim Chief Executive Officer (CEO) for nearly four months during a fundamental organizational leadership shift. Reporting to the Board of Directors, spearheaded overall management of the agency during the transformation, including oversight of all operational and developmental activities. Served as internal and external spokesperson for the agency and was accountable to federal funders for all grants awarded while operating as prescribed under section 330 guidelines and as a federally qualified healthcare center.

**BP, 12/1993 - 12/2018****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 developed the global payroll and time strategy in place for more than 88% of the population, reducing the payroll systems landscape by more than 85%.
- ◆ Led efforts to execute global strategies and standardize the commercial footprint from 200 plus operating systems to two strategic vendors (ADP & BDO) across three suites of services for payroll, and one strategic global vendor (Kronos) for time & absence, meeting the needs of BP's diverse population.
- ◆ Optimized financial operations in the US, BP's largest employee base, through commercial negotiations to reduce outsourced costs by 35%, with further discounts for additional business.
- ◆ Oversaw direct payroll operations for the US, Canada, Latin America, and South America, consistently delivering best-in-class payroll accuracy, exceeding 99.9% for all employees.

- ◆ Directly managed commercial payroll contracts and relationships for more than half of BP's active countries, with commercial approval for all countries, overseeing an operating budget of nearly \$13 million and an annual investment budget of \$10 million on average.

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

- ◆ Successfully led project team tasked with urgently required process improvement for the newly deployed payroll platform, delivering accuracy improvement from 88% to 99% plus, with recovery of over \$2 million in overpayments within six months; redesigned processes that led to best-in-class, sustained payroll operations within the first year.
- ◆ Partnered with Employee/Labor Relations team as primary face to the customer for rebuilding trust among union represented and non-union populations; strategic leader supporting planning and coordination of payroll related collective-bargaining agreement terms.
- ◆ Led the functional and strategic process components for hourly time and absence tracking, harmonizing businesses across the US, and optimizing those already deployed to a single strategic solution, thereby creating a strong foundation for management of time & absence.

**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**

- ◆ Successfully managed various refining and marketing initiatives on behalf of HR, leading to a focused effort in support of the successful launch of SAP HR in the US and UK.
- ◆ Initiated and deployed a Change Champions network in the US, focused on change leadership and adoption for the US, through influence with the HR Generalist leaders and staff; assisted with the scaling of the network across other segments in the US and UK.
- ◆ Championed connections between the refining and marketing businesses and the SAP HR project team to ensure a balance of delivery that met the segment's unique business needs and led to the successful deployment of the operating model and software.
- ◆ Led the creation of training materials and job aids supporting HR and the business, and deployed supplemental tools designed to support and address unique requirements supported by transformational activity.

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

- ◆ Led business embedded project to harmonize site level HR back office systems from employment application to renewal, including payroll, for over 1,200 sites in the US, bringing together BP, Amoco, and Arco's unique heritage systems for more than 20,000 employees.
- ◆ Successfully deployed, from RFI, RFP, vendor selection, and team recruitment the first end to end paperless (where legally allowed) HR tool for BP, spanning all facets of the employee lifecycle early and under budget within a one-year span.

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

- ◆ Actively led activities to support the Senior VP for Global Retail HR for high potential employees and expatriate assignments, which led to a more streamlined set of processes for better management of both populations, including associated positive financial impacts.

- ◆ Attended meetings on behalf of the Senior VP; provided briefings and summaries on key issues and served as an integral part of the leadership team, providing stronger linkages between the Senior VP and direct reports deployed globally.

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

- ◆ Participated on the task force responsible for launching BP's new retail BP Connect brand, providing hands-on user experiences and voice of the customer via a locally built prototype.
- ◆ Led efforts to harmonize employee heritages into one BP through effective, professional, and timely corporate communications and events, following the merger of BP and Amoco.
- ◆ Planned, designed, and executed the delivery of annual conferences in various cities for more than 300 employees, focused on delivering key messages and building morale and synergies across the operating landscape.

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

- ◆ From Retail Site Management to Financial Leadership integrating distinct systems, supported the leadership of BP pre-merger and both BP and Amoco post-merger to integrated success.

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**EDUCATION**

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- ◆ Master of Business Administration, Human Resources Management Specialization, Capella University, Minneapolis, MN, 10/2010
- ◆ Bachelor of Business Administration, Marketing Specialization, College of Charleston, Charleston, SC, 5/1992