

Emily J Riggs

19 Robin Hood Drive, Medford, NJ 08055
Cell: [\(203\) 644-7921](tel:2036447921)

e.riggs.brudnicki@gmail.com, emily@emilyriggs-talentmatters.com

Professional Summary

Proven Human Resources leader, recognized for ongoing success with global business leaders and executives. Successful track-record as both HR Business Partner and Center of Expertise thought leader with a focus on building strategic capabilities, designing effective organizations and creating a high performing culture.

Professional Experience

Talent Matters Consulting, LLC – <https://emilyriggs-talentmatters.com>

January 2016 – Present

Principal/Owner

Assist organizations with Talent Management needs, both large and small scale. Clients include: CSL, Aramark, Campbell Soup Co, Morgan, Lewis & Bockius, and Mission Solutions.

- Global people program design, implementation, change management and sustainability.
- Employee Engagement as a business strategy.
- Broad organization diagnosis, design and change management.
- Targeted talent solutions such as high potential development programs, talent assessments and 1:1 coaching and development.
- Learning and development design and training.
- Building roadmaps and interventions to build high performing teams as well as team facilitation.

Rider University, Lawrenceville NJ

Professor (Adjunct)

Penn State University, World Campus

Professor (Adjunct)

Campbell Soup Company, Camden NJ (July 2005 – May 2016)

April 2012 – May 2016

Director, Global Talent Management

Set global strategy, program and process design; activate new initiatives; and build capability across the enterprise for Talent Management portfolio for an \$8 billion Company and 13,000 employees.

- Led ongoing employee survey design and strategy; change management, execution and sustainability; for global employee survey including all salaried and hourly employees across 10 countries - resulting in:
 - Highly visible cultural lever for change
 - Branded survey focused on High Performance
 - High response rates and 100% on-line participation
- Responsible for the enterprise design, implementation and sustainability of new, progressive performance management strategy and process – resulting in 85% adoption rate in year two.
- Leader for enterprise talent and succession planning as part of Strategic Workforce Planning; preparation for annual talent review with the Board of Directors – resulting in CEO sponsored plans to address bench gaps.
- Responsible for the strategy, design and implementation of Leadership and Executive Development - resulting in actionable benches for 100+ pivotal roles and focused development for 200+ high potential employees.
- Oversaw the purpose and strategy for Campbell University as the global learning platform for the Company – resulting in an 80% global penetration of strategic learning programs.
- Talent Management partner for The Americas Business Division; provide team solutions and workforce strategy consultation for talent across the \$4 billion Americas business.
- Responsible for global communication strategies integral for building capability for all Talent Management initiatives.
- Leader for the design of the performance management, succession and development tenants of Workday.

September 2010 – April 2012

HR Business Partner, Marketing and Global Customer & Consumer Insights (CCID)

Strategic partner to multiple leaders, representing approximately \$1 billion annually, including:

- Vice President/General Manager of Breakthrough Innovation and New Business Development
- Vice President Global Customer and Consumer Insights Division
- Led the creation of the talent strategy and plans across Campbell North America marketing organization.
- Facilitated organization design and implementation of three discrete and dedicated Breakthrough Innovation teams - resulting in successful new product launches and double-digit year over year growth in market.
- Created and implemented a comprehensive change approach to support innovation teams including sponsorship alignment, organization readiness assessment and reinforcement – resulting in sustainable growth from innovation.
- Facilitated succession and talent planning across North America Marketing and Global CCID - resulting in an accurate bench strength assessment, identifying of talent gaps and creation of actionable plans to address.
- Led Campbell North America employee survey, performance management and year-end total compensation programs for 1,200+ employees

July 2006 – September 2010 (Pepperidge Farm, Norwalk, CT)

HR Business Partner, Corporate Functions & Organization Effectiveness

Strategic Partner for multiple leaders including:

- SVP/CFO Pepperidge Farm
- VP IT Pepperidge Farm
- Led the connectivity of talent across the global functions resulting in several moves outside and into WHQ.
- Introduced Myers Briggs Type Indicator to Pepperidge Farm– resulting in 500+ employees exposed to MBTI using it as a tool to improve communication, teamwork, and self-awareness.
- Led annual employee engagement survey for 1,000+ employees and post-survey action plans - resulting in the improvement of grand mean, engagement ratio and percentile year over year.

July 2005 – July 2006: HR Manager, Stores

The Westchester Country Club, Rye NY: Director, Training and Recruiting

The Marriott Hotel, Stamford, CT: *Training Manager/Regional Training Leader & “AYS” Manager*

Gap Inc., Connecticut and New York Locations: *Store Manager*

Datahr Rehabilitation Institute, Brookfield, CT: *Human Resources Assistant*

Professional Certifications

- ***Myers Briggs Type Indicator Practitioner*** - MBTI tool (Step I and Step II), FIROB and TKI
- ***Hogan Certified Practitioner*** – Hogan Leadership Forecast Series and Business Reasoning Inventory
- ***Watson-Glaser Cognitive Assessment*** - Practitioner
- ***Raven’s Progressive Matrices*** – Practitioner
- ***Pro Sci Change Management***– Certified Practitioner
- ***Center for Creative Leadership 360 Suite*** – Certified to administer and debrief complete suite of CCL 360s
- ***Certified DDI Trainer*** – Certified Facilitator
- ***Certified Trainer, Achieve Global/Zenger Miller Training Programs*** – Certified Facilitator
- ***DISC*** - Certified Practitioner & Facilitator

Education

MS, Manhattanville College: Organizational Management and Human Resources Development

BSBA, University of Arizona: Human Resources Management and Marketing