

Howard Spiegel

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Human Resources leader who will provide meaningful strategic and innovative solutions to HR issues, leading to higher net income and greater staff productivity. Demonstrated ability to deliver on corporate objectives. Additional experience solving difficult problems across a full range of corporate human resources and administrative functions using Six Sigma knowledge.

SELECTED ACCOMPLISHMENTS

- *Project Director for global “SaaS” ERP implementation that provided Managerial and Employee Self Service. \$8,000,000 Project delivered in 7 months and under budget.*
- *Created brand new HR department, grew function to staff of 30 and \$9,000,000 budget while meeting internal customer expectations as measured by customer satisfaction surveys.*
- *Established appropriate balance of outsourcing and insourcing of HR transactional/consultative services and saved over \$1,000,000 per year.*
- *Developed and implemented a successful restructuring program that resulted in a 15% reduction of the work force while incurring no lawsuits, EEO charges or litigation.*
- *Key, named fiduciary, for all retirement and health plans with combined assets & liabilities of nearly \$1,000,000,000. Immunized much of the portfolio to protect against market volatility. All plans remained in full compliance and successfully passed all internal and external audits.*

CAREER HISTORY

Bristow Group Inc – Houston, Texas

2009 - Present

Bristow is recognized as the leading helicopter transportation company providing services to the Oil and Gas industry worldwide.

Global HR Project Director

- Led HR team through global implementation of HRIS system utilizing SaaS technology. Eliminated numerous shadow systems and established global process standards thereby improving HR productivity.
- Project Manager for \$12,000,000 Global Business Services project that will transform support Services throughout the business-Targeted as three year project to end in 2013.

BHP Billiton – Houston, Texas

1999 - 2008

BHP Billiton world's largest integrated mining company with over \$250,000,000,000 in assets.

HR Services Manager

Directed through two managers and a staff of 30, HR consultative and transactional operations.

- Provided planning, development, leadership and delivery of human resources to 12 different internal businesses.
- Designed and implemented the strategy and vision for the department, managed the functional areas, ensured cost effective delivery of services, maintained or improved internal client satisfaction, analyzed and evaluated vendor services, negotiated contracts, all the while staying within budget.
- Implemented Business Continuity Plans in high risk areas which allowed payroll and benefits to continue during an emergency.
- Directed insourcing of payroll/HRIS to SAP and improved accuracy to 99.99%.
- Harmonized health plans and froze defined benefit plans saving \$1,000,000++.

HR ON CALL, INC. - Houston, Texas

1992 – 1999

Regional consulting firm.

Senior Consultant

Provided a variety of human resources consulting services to mid-sized and large companies.

- Successfully completed a variety of projects for clients including strategic planning, process review of outsourcing Human Resources activities, 360° CEO evaluation, divestiture of a subsidiary and benefit plans redesign.
- Conducted HR audits for ADA, FMLA, ERISA and FLSA compliance, revised HR policies and procedures, redesigned employee handbooks, implemented and provided outplacement counseling and conducted supervisory training.

EARLIER HISTORY

SAN JACINTO SAVINGS – Houston, Texas

\$4,200,000,000 asset financial institution.

Vice President, Human Resources

Directed human resource and administrative functions.

TENNECO, INC. – Houston, Texas

Fortune 50 conglomerate.

Director, Human Resources, Tenneco, Inc.

Manager, Employment, Tenneco Oil

EDUCATION

Master of Business Administration, University of Pittsburgh, Pittsburgh, PA

Bachelor of Mechanical Engineering, Pratt Institute, Brooklyn, NY

Executive **Six Sigma** Trained

PROFESSIONAL AFFILIATIONS

Chairman, Houston Relocation Forum

Governor's Committee for the Employment of the Disabled

Society for Human Resources Management