

BATTALIA & ASSOCIATES INC.
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A full-service HR practice offering a wide spectrum of consulting and project assistance to for-profit organizations, NGOs and non-profit associations. Able to provide a spectrum of services from hourly phone consultations to strategic consulting engagements and HR functional reviews. Available for short- and long-term interim leadership assignments.

EXECUTIVE ADVISOR TO THE METRUS GROUP AND THE CONSORTIUM FOR CHANGE (IAN ZISKIN-LED Consultancy) - Consultancies helping companies develop People Equity/Alignment, HR team capabilities, employee engagement, and leadership programs.

Areas of Expertise: Advising CEOs and senior line leaders • Talent management • HR shared service operations, training and development design and delivery, performance management, strategic compensation and benefit analysis, creative attraction and retention strategies • Comprehensive development of employee engagement efforts and workforce communications • Extensive expertise in talent acquisition, particularly deployment of social media/LinkedIn platforms for directly creating talent pools • Deep knowledge of Workday, Cornerstone, ADP, SAP/Success Factors and UltiPro • Experienced in evaluating and managing PEO and payroll contractors.

Current and Past Clients: BAE Systems, FIVE GUYS Enterprises, Towne Park, Colfax, Alphasights, Samsung, National Association of Infectious Diseases, Volunteers of America, Society of Military Engineers, Bain & Co., McKinsey, NSA REIT, Prince George's County, MD, Library System, Morgan Lewis LLP, American Public Transportation Association (APTA), Nestlé USA, and Wyndham Hotels

Representative Client Engagements:

- Provide ongoing assistance to the CHRO of FIVE GUYS to build HR team competencies and assist in international expansion in Europe and the Middle East. Leading HR efforts to open 10 company-owned stores in the Netherlands and Belgium.
- Conducted complete review, analysis and re-design of BAE System's talent acquisition and HR shared services functions. Five-month project – 25 interviews and full analysis; presented 20 recommendations in work streams.
- Supported Denver-based REIT during acquisition of a Florida-based operating company, establishing full array of new HR policies.
- Assisted Morgan Lewis Insurance Company reorganization, supporting full HR due diligence analysis of PEOs vs HR team and establishing new policies, compensation and benefits for new company.
- Working with Nestlé USA to revamp gender equality programs and update D&I program to help drive an overall "Nestlé in the market" HR initiative.
- Engaged by Wyndham Hotels senior HR leadership to develop long-term strategy document and create an all new employee value proposition.
- Conducted confidential review and survey of CEO of major non-profit for the Board of Directors.
- Provided rollout leadership for new benefits and open enrollment issues utilizing private medical exchanges Mercer Marketplace and Aon/Hewitt Choice Market.
- For Prince George's County, MD, Library, presented training on how to give and receive feedback in conjunction with rolling out their new performance management system to all 300 employees. For APTA - presented 6 "Performance Essentials" modules to all management staff.

Corporate Experience:

- SVP HR and Communications with Total Wine & More, a \$2-billion privately held retailer with 150 store locations and 6,000 employees across the US.
- During 23-year career with Nestlé SA/USA, served in senior HR roles in 3 countries, culminating in eight years as CHRO with Nestlé UK and Ireland. Conducted HR projects in over 50 countries. Worked in all areas of strategic HR operations: CHRO roles, leader of shared service operations, leadership development, talent management and succession planning.
- Led Nestlé UK and Ireland HR function through a transforming transition to become the most highly ranked, high-performing shared service HR function globally for Nestlé, creating program replicated across the company worldwide.

Corporate Successes:

- Created a three-year culture change management program called Lead2Win. Delivered to 1,600 managers with ongoing senior leadership engagement and embedding.
- Led design of a series of 6 two-hour leadership/management modules with follow-up materials to change the supervisory culture in a retail operation. Created culture and communications programs to build engagement and culture change for an array of small, medium and large companies, both publicly and closely held.
- Participated in multiple M&A due diligence projects, leading analysis of acquisition target's HR processes, programs and people. Managed numerous post-purchase integrations.

Volunteering:

- Provide assistance and mentoring to young Syrian refugees applying for acceptance at American universities with Jusoor, a Beirut-based non-profit.
- Serve on Board of Directors of HR Leadership Forum, a leading networking group in the Washington, DC, area serving HR professionals.
- Serve as Human Resources Planning Society's Co-Chairman for annual Fall Strategic HR Forums.
- Provide HR advice and coaching to Bethesda Green, an incubator encouraging environmentally friendly business start-ups.

RECOMMENDATIONS FROM CLIENTS AND FORMER COLLEAGUES

Maria Green, Senior HR Manager, National Children's Center, DC - "I worked with Stephen on Towne Park's transition to the implementation of the Mercer Marketplace. Stephen offered logical, thoughtful and manageable solutions for reaching managers and front line staff in over 50 markets across the country. I enjoyed working with Stephen because he was always calm in this very chaotic situation."

Greg Searle, MBE Gold Medal Winner and leading British leadership expert - "Stephen did a great job of influencing key stakeholders and his team to develop the Lead2Win program at Nestlé UK and Ireland. He provided a great vision of where he wanted Nestlé to be and gave the appropriate level of support and challenge to us, as partners, and his team. He wasn't afraid to ensure we drove real behavioral change and was prepared to innovate and develop in order to give the best result for all those involved in the program."

John Velke - SVP Loss Prevention, Total Wine & More - "I had the opportunity to work with Stephen for over a year and found him to be extremely knowledgeable and passionate about making a positive influence in the workplace. He has an engaging personality and an interest in hearing from employees at all levels. He was always accessible, maintained confidences, and built a strong rapport with my team. I'm certain he can transfer these skills to the benefit of any employer."

Vince Robinson - SVP, National Sales Division, Nestlé USA - "Stephen led the transformation of HR from a personnel function to a fully integrated, service-oriented business partner and shared service organization. He is passionate about people and development, and is not afraid to get 'stuck in' to major change projects."

Battalia & Associates' affiliations and extended network available to assist clients:

- 1) Member, Consortium for Change (C4C) – A network of select coaches, human capital strategy and leadership development experts. Ian Ziskin and Larry McLaughlin, co-founders, including Dr. Jay Conger.
- 2) Boxer Advisors – A DC-based network with deep government and government contracting experience, and access to over 100 training modules.
- 3) Mark McDonald – Communications and media coach.
- 4) Michael Russell – Employment lawyer partner at Waller, Lansden LLP, Nashville, TN.
- 5) Doug Schwarz – Labor and employment partner at Morgan Lewis, NYC.

6) John Deem – SVP at NFP/Potomac Basin Group. Insurance broker specialist serving small businesses.