


Michael Briscciana


HR Leader – Adviser – Confidante - Coach

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CANDIDATE FOR VP/DIRECTOR OF PEOPLE & CULTURE. Experienced HR leader with passion for helping fast-growing companies thrive by providing HR services that support the organization's mission, vision, culture, and business needs. Track record of success driving performance, profitability, and growth in start-up, sales, multi-site (including international), and corporate environments. Adept at bringing clarity, limiting risk, attracting and retaining talent, developing teams, executing with excellence, and structuring companies for success.

Expertise

- Fast-growing Start-Ups
- Collaborating w/ Leadership
- Company Culture & Values
- HR Policies & Compliance
- Training & Development
- Designing People Functions
- Satisfaction & Engagement
- Performance Management
- Benefits Administration
- Employee Relations
- Recruiting & Staffing
- Organizational Design
- Advocate & Adviser
- Change Management
- Coaching & Mentoring

Professional Experience & Accomplishments

MARCH 2013 – JULY 2018

Human Resources Director / Signature Systems Group

Manufacturer and distributor of temporary flooring and ground protection systems for special event and industrial uses. 5-time member of INC 5000 Fastest Growing Companies. www.signaturecorp.com

- **Managed growth and development** - Hired to start-up HR function, creating all HR strategies and practices. Helped launch company's first manufacturing site (100k sf, 24-7). Managed relocation to new HQ. Supported 60% employee growth. Contributed to exponential EBITDA growth (2017 – 2018).
- **Provided strategic guidance** – Reporting to the CEO, advised executive team on significant cultural, operational, and people-related changes as company transitioned from founder to professional management stage of operations under private equity owners.
- **Achieved 25% annual savings on HR, payroll, benefits, and compliance costs** and increased scope, impact, and satisfaction with benefits by implementing relationship with major national PEO vendor.
- **Sourced and hired senior leadership** including CFO, VP Operations, Engineering, Sales, and Marketing. Served as lead recruiter for all exempt openings company-wide. Oversaw staffing of new HQ team.
- **Improved employee attraction, retention, and morale** by instituting employee-friendly programs and policy enhancements (401k, disability insurance, maternity policies, and service award programs).
- **Drove cultural changes** by implementing engagement surveys and feedback processes; developing Mission & Values statements; and publishing content-rich newsletters to reinforce changing expectations, recognize systematic improvements, and celebrate employee and company successes.

JANUARY 2006 – MARCH 2013

Human Resources Director-Consultant / ISM, Inc.

Hired in a client-facing role to develop suite of HR consulting services for Industry-leading insurance brokerage, management consulting, and publishing firm with 4000 private school clients nationwide.
www.isminc.com

- **Radically re-designed company's approach to performance management** - introduced model that changed the long-standing evaluation paradigm within the private-school industry
- **Mitigated risk and enhanced compliance** - conducted detailed reviews for 100+ clients nationally, aligning policies with regulations as well as their mission/values for enhanced compliance and clarity
- **Provided thought leadership and training** - authored publications on HR best practices; spearheaded company's move to provide content via social media; delivered highly-rated podcasts, webinars, and intensive management training to hundreds of participants both "in-person" and virtually

NOVEMBER 1993 – DECEMBER 2005

Human Resources Manager / First American Corporation

Held progressively responsible HR roles at local, business unit, and division levels of \$6 billion Fortune-300 title insurance and mortgage leader on Fortune's Most Admired Companies list. www.firstam.com

- **Built Human Resources infrastructure to scale for growth** – Developed performance management, policies and procedures, compensation, and communications programs that enabled the division's 500% growth from 1000 to 6000 employees.
- **Spearheaded 30+ M & A due diligence and integration efforts** – collaborating with cross-functional peers, addressed merger-related legal, financial, IT, benefits, payroll, and cultural needs to achieve multi-million-dollar savings and maintain employee morale during periods of significant change.
- **Helped build a new division-wide identity and culture** by establishing common policies, practices, programs, and communication mechanisms (Intranet), providing synergies across 100+ locations.
- **Reduced labor costs by 20%** and increased efficiencies and employee morale in 2 newly-acquired companies by re-designing jobs, rightsizing workforce, and re-distributing functions across locations.
- **Job Classification Structure** – Developed the first job classification structure for the parent company's 100-year old Title Insurance division, rolled out to offices nationwide to help compare, classify, and compensate roles according to internal comparisons and labor market factors

Early career experience in Employee Relations - Catholic Charities of Brooklyn

Education and Certifications

- **Master of Business Administration / Loyola University Chicago (Chicago, IL) – 4.0 GPA**
- **B.S. in Business Administration / Bucknell University (Lewisburg, PA)**
- **SCP (Senior Certified Professional) / SHRM**
- **SPHR (Senior HR Professional) / HRCI**
- **Certified PI (Predictive Index) Analyst / PI Worldwide**

Publications

- **Comprehensive Faculty Development: A Guide to Attract, Retain, Develop, Reward, and Inspire** / ISM Publications; 185 pages – 2013
- **HR Perspectives Blog** / 100+ articles on HR and leadership topics; 2010 – 2013
- **HR Lifecycle: Safe & Effective Recruitment, Retention, and Dismissal Practices** / ISM Publications; 95 pages – 2008

Awards

- **Employee of the Year** / NYC Corporate Headquarters, Signature Systems Group, 2014
- **Outstanding Graduate** / Loyola University Graduate Business School, 1994

HR Skills & Keywords

- ADP Workforce Now
- Benefits Administration
- Change Management
- Collaborative
- Coaching & Mentoring
- Company Events & Off-sites
- Compensation Planning
- Continuous Improvement
- Culture & Values
- Diplomatic & Tactful
- Discipline & Termination
- Due Diligence & Integration
- Empathetic leader
- Employee Communications
- Employee Engagement
- Employee Relations
- Employer Branding
- Employment Law & Compliance
- EEO, ADA & Discrimination
- Emotional Intelligence
- Entrepreneurial
- Executive Recruiting
- Fast-paced Environments
- Federal & State Labor Laws
- FLSA (Fair Labor Standards)
- FMLA & Leave Management
- Flexible leadership style
- Gets Things Done
- Great Listener
- Hands-On & Roll-Up Sleeves
- Health & Safety
- HR Info Systems (HRIS)
- HR Infrastructure
- Integrity & Confidentiality
- Learning & Development
- MBA
- Mergers & Acquisitions
- Onboarding
- Open & Approachable Style
- Open Enrollment
- Organization Development
- Payroll Administration
- Paycom
- PEO (Professional Employer Organization)
- People Operations
- Performance Management
- Persistent & Patient
- PI (Predictive Index)
- Planning & Organization
- Policies & Procedures
- Proactive & Positive
- Project Management
- Public Speaking
- Recruiting & Staffing
- Rewards and Recognition
- Retirement Plans / 401k
- SHRM-certified
- Strategic & Tactical
- Talent Acquisition
- Team-building
- Training & Development
- Trusted Confidante
- Workforce Planning