

# Christine D. Euritt

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Senior executive with accomplished global human resources and business management skills, perspective and experience.

- Recognized leader with ability to impact business planning and results through partnering with clients in the creation of HR programs directly linked to business strategies.
- Led HR efforts for Warner-Lambert/Parke-Davis' global R&D organization, considered one of the fastest growing pharmaceutical companies in the world, with 30%+ annual sales increase, R&D budget increase and staffing growth.
- Developed a highly successful leadership development program capitalizing on internal executive experience and outside expertise resulting in greater appreciation and understanding of drug development process and functional contributions
- Strong leadership skills demonstrated by a high performing HR team widely respected within the business and within the overall HR community.
- Proven track record of integrating acquired companies within organization with minimal disruption to projects while retaining key talent.
- Flexible and adaptable style recognized by launching a successful recruitment and talent planning program during time of competitive business environment.
- Proven track record of streamlining operations and cutting non essential costs.

## **Novartis Pharmaceuticals -Consultant**

2002

Consulted with R&D to provide a framework for the establishment of a new global research center.

## **EmployeeService.com**

*A San Francisco based dot.com company specializing in web-based HR services and consulting.*

### **Senior Vice President Human Resources, Consulting and Services**

2000-2001

Joined company two years into its evolution to further develop their offerings and enable an IPO or merger. Enhanced services to 100+ small and mid-sized client companies located in San Francisco and New York City.

## **Warner-Lambert/Parke-Davis**

1994-2000

*Acquired in 2000 by Pfizer, Inc., Warner-Lambert was a \$12 billion company comprised of three business sectors: Pharmaceutical, Consumer Healthcare and Confectionery Products.*

### **Vice President Human Resources-Pharmaceutical Research & Development**

Led human resources function for global pharmaceutical R&D division with 5,500 employees in five countries. Reported to Chairman, Pharmaceutical R&D. Managed staff of 50. Key accomplishments:

- Led HR efforts for division of company with a weak pipeline and flat revenues which became one of the fastest growing pharmaceutical companies in the world. With aggressive growth in R&D spending and staffing (by 30+% annually), major emphasis was on expanding and developing a pipeline of talent and building a culture of strong leadership.
- Working closely with the Chairman R&D, led the transformation of R&D culture to one of greater accountability, cross-functional teams and increased decision making authority.
- Led R&D HR efforts in support of \$2 billion acquisition of pharmaceutical company providing company with a new therapeutic area, greater R&D capability and new geographic presence.
- As part of corporate senior human resources team, re-designed Warner-Lambert's Compensation Program.
- Participated in Warner-Lambert's worldwide human resources re-engineering project, transforming delivery of human resources services and upgrading competencies of global human resources organization.

**Tambrands, Inc.** 1992-1994  
*Tambrands, Inc. was a \$650 million international consumer products company.*

**Vice President, Human Resources-North America** 1993-1994  
 Led human resources group for \$400 million North America Division with 1,800 employees in six plants/branch offices located in the United States, Canada and Mexico. Reported to Group Vice President.

**Vice President, Human Resources-International** 1992-1993  
 Led human resources function for international division of Tambrands' emerging markets. Directed executive and expatriate compensation function. Participated in Tambrands' Board of Directors Compensation Committee meetings and decisions.

- Developed comprehensive two-year human resources strategic plan in conjunction with study conducted in Russia, Ukraine and China.
- During time of significant change and competitive environment, initiated, launched and successfully completed recruiting program in Russia and Ukraine that included implementation of management training and development programs and enhanced retention incentives.
- Developed and implemented expatriate guidelines identifying \$1.2 million in annual savings.

**Nestle Foods Corporation** 1975-1992  
*Swiss-owned and headquartered in Purchase, NY, Nestle Foods Corporation was comprised of 7000+ employees in 16 different operating companies in the U.S.*

**Director Human Resources** 1988-1992  
 Directed HR efforts of 1,000 salaried, hourly, and union employees located at headquarters, plant, and distribution centers.

- During two year period of major refocus from centralized to decentralized organization, facilitated significant organizational and cultural change. Partnered role with line management in counseling and effecting transition and ensuring continuity.
- Selected by CEO and President to chair Executive Committee comprised of Group Presidents, Corporate Vice Presidents, Chief Financial Officer and General Counsel during 1990-91 Nestle USA consolidation.
- Directed reorganization efforts and subsequent human resources planning, displacement, etc. of over 500 employees. Managed \$22 million separation and legal budget.

**Manager Compensation** 1986-1988

**Compensation Administrator** 1981-1986

Managed compensation function for 7,000+ employees of Nestle Foods U.S. operations.

**Training Coordinator** 1975-1981

**Labor Relations Associate**

### EDUCATION

B.B.A., Human Resources Management - Pace University

### MEMBERSHIPS/BOARDS/ASSOCIATIONS

Board of Directors - School for the Performing Arts, Ann Arbor

Board of Directors - Ann Arbor Autism Foundation

Community Advisory Board - Junior League of Ann Arbor

Fund Development Committee - Michigan Women's Foundation

Children's Advocacy Committee - University of Michigan's Mott's Children's Hospital