

Summary of Experience

Over 30 years of human resources and financial management experience. Background in strategic planning, international business, immigration, budgeting, compensation, recognition systems, employee benefits, recruitment and retention, employee relations, Human Resources Information System (HRIS), Organizational Development (OD), and payroll. Lean Six Sigma Green Belt trained.

2009 to present **AdviCoach, Independent Business Owner and Business Coach**
Coach the owners of privately held businesses and help them increase their profits through implementation of best practice strategies.

- Built business from zero to over 30 clients over two years.

2008 to 2009 **Moraine Park Technical College**, Fond du Lac, Wisconsin
One of sixteen colleges in the Wisconsin Technical College System, offering over one hundred associate degrees, apprenticeships, technical diplomas and certificates.

Associate Director of Human Resources: Responsible for directing all HR functions in support of faculty, marketing and information services. Also direct labor relations with the faculty and support staff unions.

- Negotiated a 3-year contract with the Moraine Park Federation of Teachers.
Result: Bargained new model redefining instructor workload and course schedules, creating a new spirit of collaboration between faculty and management.

2007 to 2008 **Braun Electric Inc.**, St. Nazianz, Wisconsin
An \$8.1 million leader in the design and installation of agricultural waste water management and manure separation technologies for large dairy farms.

General Manager: Responsible to the President for directing business functions and the creation and implementation of business strategies to manage rapid growth and meet short and long-term profitability goals.

- Directed, designed, and implemented Work-in-Process job costing system that tracked labor, material, and equipment costs by job. **Result**: Provided accurate reporting and matching of revenues and expenses, ensuring proactive cost management.
- Using principles of Lean Six Sigma, developed detailed job process workflow. **Result**: Reduced costing and billing cycles and increased administrative efficiencies.

1978 to 2007 **Mercury Marine**, Fond du Lac, Wisconsin
A \$2.3 billion subsidiary of Brunswick Corp. manufacturing marine propulsion systems.

2004 to 2007 **Director of Global Human Resources and Benefits**: Responsible for directing HR functions in Europe, Latin America, Australia/Asia Pacific, Canada and China. Directed domestic benefit programs including healthcare.

- Led Human Resource team in start up of new production facility, including HRIS,

recruitment, training, and benefits. **Result:** Achieved full staff level of 200 employees and completed production transfer within 24 months.

- Directed 3-tier healthcare cost containment strategy that negotiated fixed fee provider contracts and expanded wellness programs and participation. **Result:** Reduced total healthcare costs by 7.5%.
- Managed Corporation's expatriate program. **Result:** Selected and placed executives in key positions throughout the world.
- Defined and directed talent review, succession plans, and organizational development process. **Result:** Provided pool of experienced candidates for key executive positions ensuring continuity of talent and leadership.
- Led development ethics policies and procedures. Selected and trained counselors. All international employees trained in 2006. **Result:** Uniform standards of conduct in compliance with Sarbanes-Oxley.
- Served as member of the management team that fended off union organizing attempts in Canada and Australia.

2001 to 2004 **Director of Human Resources:** Responsible for Labor Relations in largest manufacturing plant (1,300 union employees), Midwest distribution center (321 union employees), logistics center (48 union employees), and 4 regional distribution centers (all nonunion).

- Spearheaded contract negotiations with The International Association of Machinists and Aerospace Union in 2004, utilizing Interest-Based Bargaining Techniques. **Result:** Achieved landmark changes including employee healthcare contributions, overtime, and elimination of measured day work, with annual savings of \$4,000,000.
- Led efforts for ISO 9001:2000 certification for HR Department and entire plant. **Result:** Achieved certification on initial submission in 2003.
- Partnering with Safety, directed effort to re-emphasize safety and ergonomics. Trained over 1,700 employees and established new polices. **Result:** Saved over \$200,000 in lost time accidents and workers compensation claims. Achieved over 1,000,000 hours without lost time accident for the 1st time in history.
- Directed initiative to simplify and reinforce work rules. **Result:** Generated annual productivity increases of \$1,600,000 and reduced sick days by 50%.
- Promoted to Director of Global Human Resources and Benefits.

1999 to 2001 **Director Executive Compensation, OD and Recruitment:** Responsible for design, administration, and implementation of executive compensation programs, organizational development, succession planning, performance management systems, and executive/professional recruitment.

- Led design and implementation of new Performance Management Process (PMP).

Result: Shifted culture from “entitlement” to “pay-for-performance”.

- Directed reengineering of recruitment strategies and processes, employment branding strategy. **Result:** Saved over \$400,000 annually, reducing cost per hire by \$6,400.
- Initiated on-site staffing solution, which managed consulting, and temporary staffing requirements. **Result:** Saved over \$300,000 annually.
- Promoted to Director of Human Resources.

1993
to
1999

Director of Compensation and Retirement Benefits: Responsible for design, development, and implementation of compensation strategies and salary administration. Also responsible for directing 6 defined benefit plans, 401K, Flexible Spending Account (FSA), 17 expatriates in 6 foreign countries, immigration, and HRIS.

- Directly supervised 1 compensation specialist, 1 payroll supervisor, 1 pension specialist, 2 payroll specialists, and 1 administrative assistant.
- Developed and implemented Brunswick Transition Trust for severed employees. **Result:** Generated savings to employees and corporation of \$3,200,000.
- Promoted to Director Executive Compensation, OD and Recruitment.

1983
to
1993

Manager of Salary Administration/Financial Services: Responsible for development and administration of salaried compensation plans, benefit and product cost analysis, relocation programs, and margin analysis for Outboards, MerCruiser, Quicksilver production lines worldwide.

- Developed business project plan (Project 355) to expand international markets. **Result:** Achieved 35% market share in 5 years and added profit of \$25,000,000.
- Led development of new methodology accounting for warranty accruals. **Result:** Saved \$2,000,000 annually.
- Promoted to Director of Compensation and Retirement Benefits.

1978
to
1983

Held financial and accounting management positions. Promoted 3 times.

Education: BBA Degree, University of Wisconsin – Oshkosh, 1977

Professional Certification / Affiliations: Certified Senior Professional in Human Resources (SPHR)
Optimal Networkers - Business Networkers International; Vice President 2009/2010
Fond du Lac Businesses on Health, Vice President 2006; President Elect 2007/2008
Fond du Lac Society of Human Resources (SHRM) - Board of Directors 2001 - 2006



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**Community
Activities:**

St. Thomas Aquinas Parish - Trustee 2008 to present

Elkhart Lake Village Board - 1984 to 2003

Lion's Club - 2006/2007 and 2009/2010 President

Volunteer Firefighter - 31 years

Member of Sheboygan County Chamber of Commerce

Plymouth Chamber of Commerce - President Elect

Elkhart Lake Chamber of Commerce - Vice President and Treasurer