

**HILARY EATON PEARL
PEARL ASSOCIATES
203-912-8334 (mobile)
www.hpearlassociates.com**

SUMMARY

Human resources executive with more than 15 years of experience helping groups and individuals enhance their effectiveness. Broad background in executive coaching, leadership development, recruiting, staffing, training, organization design and development, and succession planning.

Core Competencies:

- Consulting with and coaching executives to achieve rapid, visible change
- Building rapport, trust, and influence with colleagues and clients
- Powerful drive for results
- Business-driven orientation leads to practical, timely solutions
- Excellent analytic and problem-solving skills
- High standards of integrity and confidentiality
- Exceptional written and verbal communication skills
- Manager, mentor, developer of people

PROFESSIONAL EXPERIENCE

**Founder and Partner, Pearl Associates
Human Resources and Organizational Consulting Firm based in
Greenwich, Connecticut with global clients across industries
January 1992—Present**

- Help numerous executives across industries improve their personal and organizational effectiveness through change- and business-focused consulting, specializing in executive coaching, organizational consulting and bench building succession and development planning programs.
- Created with senior team at a \$2 billion publishing and entertainment company a pioneering human resources planning process that identified high potentials, bench gaps, and organizational changes need to adapt to change and drive the business. Conducted 360 based coaching, feedback, and development planning sessions with executives and their staff.
- Created and executed a follow-up high-potential development planning process that led to both career and development plans and actions for those with reach to key positions. Performed follow-up work in each division that led to key changes in organization structure and resource allocation. Conducted 360 feedback based coaching, feedback, and development planning sessions with executives and their staff.
- Fed back 360 degree customized feedback to 50 overseas executives from diverse international backgrounds in a \$10 billion dollar consumer goods company, as part of an organization-wide change effort to drive managerial effectiveness.

Pepsi-Cola Company, PepsiCo, Inc.
Purchase, New York
July 1983-January 1992

Director, Human Resource Development

- As Director of Human Resource Development Department, led organization-wide change effort to focus company on front-line sales organization. Created and implemented new "World Class Supervisor" project, creating success profiles, selection mechanisms, and training on key skills. Developed team training for staff functions to enhance understanding of key multi-incumbent positions. Redesigning the human resources and development planning process to align with organizational and cultural change, symbolizing a dramatic shift in Pepsi-Cola's values toward career and manpower development. Assessed and recommended key changes to the Pepsi-Cola training organization. Worked with and through senior management in all areas of responsibility.
- Assisted senior executives through the human resources planning process, helping them to assess their staff and create development plans
- Trained, developed and mentored HRD staff, resulting in improved effectiveness in the support of line executives needing help in organization design and development as well as managerial development.
- Led company's diversity efforts, including the creation of designate and mentoring programs and a state-of-the art and powerful Race Relations program that started at the CEO level and cascaded throughout the organization.

Director, Staffing

- Led the staffing efforts for the domestic company from new MBAs to executive recruitment. Working with senior leadership, personally staffed all executive positions, while managing a department of human resources professionals who secured new hires for all functions and positions.

Director, Training

- Oriented new hires, and created training curricula, programs and organization surveys for corporate departments and line divisions. Staff personally conducted orientation and training programs in all functions. Created a pioneering Executive Leadership Program for the CEO and senior leadership team that measured executives on key Pepsi values and cultural requirements.

The Forum Corporation, a global consulting firm specializing in organizational transformation
Boston, Massachusetts
1977-1981

Group Product Manager

- Increased revenues and profitability for Forum's management development and organizational survey programs. Responsible for all aspects of product management--conducted business development, program development, client management, orchestrated product delivery, and did stand-up training and facilitation.

- **Director, Editing, Design, and Production**
Led team of editors and graphics designers to create high-quality materials under tight deadlines.

EDUCATIONAL EXPERIENCE

Harvard Business School Boston, Massachusetts

Masters in Business Administration

Boston University School of Communications Boston, Massachusetts

Masters of Science, Communications

Lake Forest College Lake Forest, Illinois

Bachelor of Arts, English and Psychology

MEMBERSHIPS/AFFILIATIONS

Greenwich Family YMCA Board of Trustees 2000-present

Capital Campaign Committee Member. Nominating Committee Chair.

Greenwich Country Day School Board of Trustees 1997-2006

As Annual Fund Chair, raised a record breaking \$1.250 million per year.

Conducted compensation and benefits assessment as Chair, Faculty Compensation and Benefits Committee, leading to upgrades in cash compensation and a recalibrated benefits plan that included dental benefits.

As Trustee of the Nominating Chair Committee, selected and recruited high-potential board members. Served as Executive Committee member, inner circle to the Board President.

New York Chapter, Human Resource Planning Society

Certified Myers Briggs instructor

Certified Coach, Columbia University MBA and Executive MBA program

Harvard Club

Member, HBS Women's Association of Greater New York

CONTACT INFORMATION

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