

Joe Jobscan

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EXPERIENCE

Eli Lilly and Company, Indianapolis, IN

April 2015 – May 2019

Manager – Human Resource (Business Partner)

- Instrumental in devising recruitment strategy for the division. Accountable for workforce planning, developed pipeline of talent to improve utilization of intellectual capital. Introduced various hiring projects.
- Facilitated talent review and calibration sessions with business leaders to improve organizational effectiveness and a successful performance management cycle year on year.
- Played an integral role in conducting job assessment for across the level, evaluating compensation and performance and creating recommendations to drive higher productivity through bringing HR solutions and programs ie introducing Career Path, developing development centers for promotions, compensation bench-marking and implementation, change in field/sales allowances, Competency framework.
- Partnered with leadership to resolve employee relations issues at the field level, conducted effective and thorough investigations keeping all cases out of litigation.
- Instrumental in reducing employee turnover from 57% in 2015 to 29% in 2019. (progressive decline over the span of 4 years).
- Drive strategic partnership with business for growth through people capability and leadership development. Identifying key skills needed to build business and managerial skills, ensuring quality delivery and strong learning support.
- Executed the global engagement survey for the division, assimilating results, conducting FGD's and driving initiatives across the division to maintain/improve engagement scores.
- Partner and coach line managers in key HR processes (recruitment & selection, performance management, talent management) and continuously improve HR practices/processes.

Pfizer, New York, NY

April 2012– April 2015

Assistant Manager – Human Resource (Business Partner)

- Responsible for conceptualization, curriculum development and execution of the key initiatives for talent development program for HIPO's, HR Leadership Development program, Strengths Finder, Belbin, Trust workshops for various businesses across the various markets.
- Involved in assessing the organization readiness and acted as Change agent for Thailand for the roll out of mycareer 2.0
- Responsible for execution of performance management process, Talent review process -orientation to the managers on the MyPMP system(In house Performance Management System), identification of the High potential employees, succession planning, ensuring the timelines are adhered, holding merit allocation discussion with the managers.
- Supported the HR Leader for EU & AP region to analyze and collect various requirements, processes & practices pertaining to labor, compensation & benefit, identification of requirement for transfer service agreement ensuring a smooth transition.
- Handled Talent acquisition & onboarding for all the divisions managed, involved in launch preparation for Taleo, execution of Triple 8- to capture the experience and impression of the newly joined employees at frequent intervals through in-house developed questionnaire.

EDUCATION

St. Louis University, St. Louis, MO

Master of Human Resource Development & Management (MHRDM)

2011

September 2009-May

St. Louis University, St. Louis, MO

Bachelor of Arts in Psychology

2006

September 2002 -May

