



*For more information about this candidate, please contact Peck Executive Search Firm at [danp@pecksearchfirm.com](mailto:danp@pecksearchfirm.com)*

### **Chief Human Resources Officer (CHRO) Profile**

Strategic human capital executive with extensive experience leading enterprise-wide HR functions within large financial institutions. Proven track record of driving organizational performance through talent strategy, leadership development, and cultural transformation.

Recognized for aligning human capital initiatives with business objectives, advising executive leadership and boards, and building scalable HR frameworks that enhance engagement, retention, and operational effectiveness.

### **Career Highlights**

#### **Enterprise HR Leadership & Transformation**

- Led human capital strategy for a \$1B+ financial institution, overseeing all aspects of talent management, organizational design, and workforce planning
- Drove cultural transformation initiatives, including “Employer of Choice” strategy and enterprise-wide HR modernization
- Reduced voluntary turnover from ~26% to under 13% through targeted retention and engagement strategies

#### **Executive Advisory & Governance**

- Key advisor to executive leadership and Board of Directors on compensation, succession planning, and talent strategy
- Partnered with Compensation Committee to align executive compensation with strategic objectives
- Provided insights on workforce trends, organizational health, and leadership effectiveness

#### **M&A; & Organizational Growth**

- Led HR strategy and integration for mergers and acquisitions, including due diligence, workforce planning, and post-merger integration
- Designed and implemented scalable HR infrastructure to support rapid organizational growth

#### **Talent Strategy & Acquisition**

- Built and led executive search and talent acquisition functions supporting 2,000+ employees
- Implemented advanced recruiting methodologies, assessments, and workforce planning strategies
- Played a key role in large-scale hiring initiatives, including rapid expansion efforts involving hundreds of hires

#### **HR Business Partnership & Organizational Effectiveness**

- Transformed HR operating models into strategic business partner frameworks supporting executive leadership
- Designed and delivered leadership development programs and organizational effectiveness initiatives
- Advised senior leaders on performance management, change management, and employee engagement strategies

## **Professional Experience**

### **Large Financial Institution**

Executive Vice President, Chief Human Resources Officer

- Lead enterprise-wide HR strategy, including talent management, compensation, organizational design, and workforce development
- Serve as senior advisor to executive leadership and Board on human capital strategy and governance
- Drive cultural transformation, retention, and engagement initiatives
- Lead HR aspects of mergers, acquisitions, and integration efforts

### **Regional / National Financial Institution**

Vice President, Human Resources

- Led HR strategy across all business lines for a large, multi-line organization
- Implemented performance management, talent acquisition, and employee engagement frameworks
- Transitioned HR model to a proactive business partner approach

### **Global Financial Institution**

Senior Vice President, Head of Executive Search & Senior HR Business Partner

- Led executive recruiting and HR advisory functions supporting 2,000+ employees
- Advised senior leadership on talent, performance, and organizational strategy
- Implemented enterprise-wide HR transformation initiatives

### **Large Financial Institution**

Vice President, HR Leadership & Talent Roles

- Designed and delivered leadership development and talent management programs
- Led large-scale recruiting and expansion initiatives, including rapid market growth efforts
- Advised executives and business owners on organizational development and workforce planning

## **Education**

- Master of Business Administration (Human Resources)
- Bachelor of Science in Business Management

## **Certifications & Professional Involvement**

- Senior Professional in Human Resources (SPHR)
- Strategic HR Certification
- Certified Assessment Practitioner
- Business Lending Certification
- Active involvement in industry advisory boards and community organizations

## **Core Competencies**

Human Capital Strategy • Talent Management & Acquisition • Organizational Design  
Executive Coaching & Advisory • Compensation & Succession Planning  
Change Management • Culture & Engagement • M&A; Integration  
Leadership Development • HR Transformation & Business Partnership