

CHEZ F. CRISTIANO

GLOBAL VP OF ORGANIZATIONAL DEVELOPMENT & HR

LinkedIn: <https://www.linkedin.com/in/drchezcristiano>



CONTACT

Phone: +1 (949) 545-4977

Email: chez@chezcristiano.com

Web: www.chezcristiano.com

DESIGNED & COPYRIGHTED

- Assessment & Development Center
- Work Burnout Screener and Interactive Wellness Seminars
- GoldenTree Employee Engagement Survey (multiple languages)
- The Transformation of HR/HRM Model (to help organization with changing HR into a Strategic Business Partner)
- Customized Talent Acquisition Screening Tools, Team Building Models, Management / Leadership Development Assessments, and Performance Evaluations to help organizations reduce costs and increase usefulness of OD assessments

EXPERIENCE

GLOBAL INTEGRATED CONSULTING LLC | 09/07 - PRESENT

Global VP of Organizational Development & HR, EMEA & The Americas
09/14 - Present

Global Organizational Development & HR Director, EMEA
09/09 – 09/14

Group OD & HR Manager
09/07 – 09/09

Managed & collaborated with 25+ direct reports globally and GIC's budget, branding and digital media. Leader on international projects with 12+ team members and instrumental in the strategy, design, & implementation of OD projects across diverse industries and multi-national organizations using OmniPlan or Microsoft Project. Enhanced, streamlined, & transformed organizational structure through change management projects. Designed, implemented, and presented customized seminars. Assisted with M&A Staff Integration & Executive Outplacement. Improved staff, management, and leadership skills through assessments, coaching, and development of customized training sessions. Performed Skill Gap Analysis, Competency, & Succession Mapping, and Planning with newly implemented Talent Management Software. Cost Benefit Analysis of HR/OD Projects. Experienced in multiple industries (IT, Financial, Manufacturing, Professional Services, Luxury Goods) for Fortune 500 companies.

- Designed and implemented Assessment & Development Center (\$25M Project) for multi-national organization of 10,000+. Project encompassed building a centralized center with satellite centers for workforce planning, recruitment strategy & planning, onboarding, talent management, training, mentoring & coaching program, management track program, management/leadership development, team development, skill gap analysis, retention management, and succession planning.
- Lead new projects after analyzing global employee engagement surveys and exceeded target goals by 5-10% for increasing overall employee satisfaction by following surveys.
- Increased retention for targeted key talent by 85+% by adding in-depth candidate screening, succession mapping, coaching/mentoring programs, retention bonuses, assessments (personality, behavioral, skill), and customized training.
- GoldenTree Employee Engagement Survey – designed and translated into different languages (German, Spanish, Portuguese, Arabic, Indonesian)

CHEZ F. CRISTIANO

GLOBAL VP OF ORGANIZATIONAL DEVELOPMENT & HR

LinkedIn: <https://www.linkedin.com/in/drchezcristiano>



CONTACT

Phone: +1 (949) 545-4977

Email: chez@chezcristiano.com

Web: www.chezcristiano.com

EDUCATION

DOCTORATE, PSYCHOLOGY

Argosy University, Honolulu, HI. - 2007

GPA : 3.98/4.0

MA, PSYCHOLOGY

Argosy University, Honolulu, HI. - 2005

GPA : 3.99/4.0

BA, PSYCHOLOGY

SFSU, SF. CA. - 1994

GPA : 3.2/4.0

CERTIFICATIONS & TRAINING

I am trained/credentialed in a variety of OD assessments & surveys. The below list highlights just some of the assessments I can utilize.

Categories:

Competency Mapping, Cultural Competency, Organizational Cultural Survey, Talent Acquisition Screeners, Engagement Surveys, Personality (Normal & Abnormal), Business Intelligence, IQ Testing, 360° Feedback, Top-Down Performance Review, Leadership Development, Management Development, Staff Development, Team Development Customized Talent Acquisition Screening Tools, Team Building Models, Management/Leadership Development Assessments, and Performance Evaluations to help organizations reduce costs and increase usefulness of OD assessments

DiSC Profiles

CPP Assessments

Hogan Assessments

IPAT Assessment Tools

TalentLens Assessments

SIGMA Assessment Systems

Myers-Briggs Type Indicator (MBTI)

Global Mindset Inventory (GMI)

Global Assessment Inventory (GAI)

Overseas Assignment Inventory (OAI)

Watson-Glaser II Critical Thinking Appraisal

Stanford-Binet Intelligence Scales, 5th Ed. (SB5)

Fundamental Interpersonal Relations Orientation (FIRO)

EXPERIENCE (CONTD.)

CHARLES SCHWAB CO. INC. | 08/93 - 01/02

San Francisco, California

Business Analyst II

Managed IT projects to enhance software for 6+ statement platforms for total assets of almost 1 trillion dollars at the time. Provided IT support to clients with Schwab proprietary trading & financial tracking software and Schwab web accounts in 3rd year. Streamlined MF Operations and significantly enhanced business relationship with multiple MF Companies. Assisted smaller departments by combining their projects with larger departments. Project management to enhance statement platforms and resolve software glitches by pulling the right team of staff together. Designed and implemented operational process improvements.

- Located 5M in missing assets at 3rd party financial institution due to computer glitch in their software, accounting oversight, and lack of transfer protocol while an operations specialist in first year.