



## Michelle Petrazzuolo

Global HR leader with over 20 years' experience in small, medium and large organizations. Adept at creating and augmenting the HR function for both start up and growth-stage companies with an entrepreneurial spirit. Expert relationship builder with a work footprint in North America, EMEA, Latin America and APAC.

### Education

Capella University — Master of Science, HR Management with Legal Specialization  
Grove City College — Bachelor of the Arts, Psychology

### Certifications

Senior Professional in Human Resources — HR Certification Institute  
Project Management Professional — Project Management Institute

### Publications

We're All Okay: A Millennial's Treatise — April 2016

### Languages

English - Native Proficiency | Spanish - C1 (Advanced) | French - B2 (Intermediate) | Italian - B1 (Intermediate) | Korean - B1 (Intermediate)

### Experience

Director of Diversity and Talent development at a top 3 Auction House

- Create the diversity department, including operational structure and reporting.
- Devise talent strategies for increasing retention and performance.
- Create and launch a successional planning program and training needs analysis.
- Act as a subject matter expert externally on diversity matters specific to the arts.
- Deploy cultural awareness training for better interpersonal relationships and client acquisition.

Senior Diversity, Equity & Inclusion Consultant at a Fortune 250 Technology Company

- Oversee employee demographic data changes and identify adverse impact risks. Lead discussions with business unit clients on gaps, action steps and track progress.
- Lead a team in executing the company's commitment to the OneTen initiative. Engage with new technology, lead change management and communications, and report on KPIs to the CEO, CHRO and CDTO.
- Creation of a PMO infrastructure for the Diversity, Equity and Inclusion department, including reporting, project templates, resource management, and project management standards.



#### HR Project Manager for Above

Program management of portfolio of 36 active projects:

- Successful design, build and implementation of HRIS and payroll platform to 18 countries, working with a team footprint in North America, EMEA and APAC.
- Pilot of an internal talent marketplace.
- Full communications and change management strategies for project rollouts, including writing and translating for audiences across four continents.

#### Client HR Business Partner for Above

- Managed a \$1.2M book of business consisting of business owners and senior leaders from varying industries throughout Manhattan, including industrial, manufacturing, service, luxury retail and the arts.

#### Corporate HR & Development Specialist for a Major Local Water Utility

- Managed the HR needs of over 250 corporate clients at company headquarters and other locations. Led selected major projects, including redesign of the HR intranet presence.
- Provided Learning and Development support and management for over 2,500 employees in the US and Canada, including developing training deployment plans and delivering trainings. Developed trainings for in-house use.