
Connie S. Jenni

An accomplished, results driven multi-site and international Senior Human Resources Leader with proven expertise in leadership development, succession planning, performance management, coaching, workforce planning, employee engagement, acquisition integration, culture development, retention approaches, legal compliance issues, managerial support and union avoidance. Strong facilitation and training delivery skills. Competent knowledge of EEOC compliance, labor issues, regulatory requirements, SOx, ISO, ITAR and safety and security. Experienced project manager with demonstrated ability to analyze needs, assess risks and develop action plans/interventions. Strong believer in Servant Leadership and developing true business partnerships.

Certifications

SPHR, GPHR, CHRP (CIPT EU Certificate in HR Practice) Certified Negotiator - Harvard Business School 2006, Organizational Design and Development Certification - MSEC 2003, Certified Trainer and Facilitator - Appreciative Inquiry, Myers - Briggs & I OPT, Techniques for a High-Performance Workplace / Essentials of Leadership 2009, Leading Technical Professionals

My Career: Semtech Corporation

Regional Human Resources Business Partner

2010 -

Present

- Oversee 3 Southern California locations and 2 locations in Europe, manage the acquisition of Sierra Monolithics by Semtech Corporation, a leading semi-conductor engineering company, and provide full HR generalist support
- Identified workforce planning issue and reengineered it to drive better productivity, ensure compliance, customer satisfaction, employee engagement and bottom line results
- Implemented corporate values identified by senior leadership that transforms a workforce brought together by multiple acquisitions into a performance-based workforce that has continued to drive efficiency, revenue and employee satisfaction.
- Through intense focus on acquired employee groups, I welcome new teams, enhance engagement, organize and manage change, and create excitement about the new culture
- Driven leadership success through coaching and education on leadership development, employee relations, conflict resolution, performance management and succession planning.
- Rolled out WorkDay to domestic and international teams which gave our teams a standard source for employee related activities and ensures financial information is accurately reported.
- Continue to study and learn ISO, ITAR, SOx, complexities which results in continued protection of Semtech's reputation, quality and financial well-being.

Horizon Bay Corporation 2010

2006 -

Regional Director of HR & Organizational Development

- Oversaw 19 locations from coast to coast, partner with leadership and line teams to drive and maintain our culture of service, caring and excellence, while creating an environment where our teams can be the best they can be.
- Create acquisition integration strategies and deliver "keep it simple and fun" employee integration programs which welcome new teams, enhancement

engagement, organize and manage change, and create excitement about the new culture.

- In 2007 and 2008, lead employee integration for 37 new facilities.
- Created and launched “respect” program which increased retention quarter of quarter.
- Launched “entrance call” program which continually identified leadership and retention related issues in real time.
- Completed current workforce planning assessment for each location and implemented changes in how each scheduled line teams, resulting in better utilization of manpower, lower manpower related costs and enhanced coverage during peak periods.
- Partner with and coach leaders at all levels to effectively and proactively manage retention, employee relations issues, conflict resolution, time management and teammate satisfaction.

Extensive nationwide travel and participation in both divisional and global projects.

The Simpson Partnership

2004 - 2006

Human Resources Business Partner

- Provide Leadership, Organizational Development and Human Resources consulting services for various client groups.
- Employee engagement surveying, analysis, recommendations and follow up.
- Provide executive leadership assessments and recommendations during acquisition transitions.
- Partner with senior management to identify business needs relating to HR functionality and ability during acquisition and integration. Domestic and international.
- Areas of responsibility include leadership development & coaching, team assessment and effectiveness solutions, selection, performance management, succession planning, and retention strategies.
- Develop and present both new and established programs, which improve education, customer service and morale, e.g., needs assessment, focus groups, 360° executive assessments, FISH, Meyers Briggs, behavior based and team interviewing, professionalism, conflict resolution, performance management, succession planning, mentoring, team building, coaching and counseling.

DaVita Corporation

2001 - 2004

Division People Services Manager

- Reporting to the Operations Vice President, lead the HR function for 6 regions in 8 states including 78 locations and 1,200 teammates.
- Worked as strategic partner to identify business needs relating to HR functionality and ability.
Created both leadership development and retention programs which were adopted by 4 other divisions. As a result I was named to faculty at DaVita University – where I created and delivered management development programs for new administrators and preceptors. Our goal was to give new Facility Administrators the tools to be effective managers within the first 90 days of accepting this critical position, which truly is the backbone of the organization. Viewed as a leader in this area by both Sr. Management and peers.
- Develop and implement creative training methods and retention strategies for my division and the company as a whole. Success was measured by having increased retention division wide from 62% to 88% over 4 quarters.

- Develop new and present established programs at the unit level, which improve education, customer service and morale, e.g., needs assessment, focus groups, FISH, Meyers Briggs, behavior based and team interviewing, professionalism, conflict resolution, performance management, mentoring, team building, coaching and counseling and others.
- Lead division initiatives including developing a new compensation program which reduced turnover, compression and many instances of “employee cannibalism” in local regions.
- Partner and build trust with facility managers to effectively and proactively manage retention, employee relations issues, conflict resolution, staffing budgets, time management and teammate satisfaction.
- Extensive nationwide travel and participation in both divisional and global projects.

Education: B.A. Speech Communication / Media Relations – Southern Illinois University