

# CAROLINE SUTTERS - HUMAN RESOURCE EXECUTIVE

## EXECUTIVE PROFILE

*Delivering Impact In Costs, Staff Productivity & Operational Effectiveness To Human Resource Practices*

Versatile, results-driven executive offering deep expertise in human resources initiatives that support strategic objectives and leverage human capital for optimal business outcomes. Professional reputation for executing company-wide policies that impact annual costs and reengineer internal operations. Core competencies and management strengths include:

- ☑ **ORGANIZATIONAL LEADERSHIP:** 20+ years' of progressive experience in growing company—executed highly focused leadership to continually cut costs, increase market presence and strengthen bottom line.
- ☑ **COST CONTROL:** Deep understanding of people, processes and production—slashed \$1M in annual costs by unlocking bottlenecks in operations, eliminating inefficient processes and removing redundant tasks.
- ☑ **TALENT RECRUITMENT:** Natural talent for sourcing, recruiting and hiring the right employee the first time around—negotiated favorable contracts in both union and non-union business situations.
- ☑ **STAFF DEVELOPMENT:** Proven success in evaluating talent needs, determining skill gaps and conceptualizing training solutions that optimize work performance and productivity.
- ☑ **TEAM LEADERSHIP:** Demonstrated ability to influence diverse, cross-functional teams to achieve objectives and meet critical deadlines in highly competitive, evolving business environments.

**Tactical Planning & Operations Management / Human Resource Development / Corporate Culture Change  
Productivity & Efficiency Improvement / Policy, Process & Systems Design / Cross-Functional Team Building  
Union Contracts & Negotiations / Talent Recruitment / Staff Incentive & Performance Management Programs  
Cost Reduction & Avoidance / Benefits Administration / Risk Management / P&L Management**

## TRANSFORMING HUMAN RESOURCE & BUSINESS OPERATIONS

**BLUEFIED FARMS INC., Canton, OH**  
**800+ employees | \$125M | Multiple locations**

**1993 to 2013**

Dynamic career with steady progression in growing, multi-site company. Held increasingly challenging positions gaining broad-based, multi-functional experience in strategic planning, business operations, human resource management, staff training/development, labor relations and union negotiations. Performance highlights:

**EXECUTIVE LEADERSHIP / STRATEGIC CONSULTANT (2012-2013)**  
**EXECUTIVE VICE PRESIDENT OF OPERATIONS (2007-2012)**

Advanced to senior role and held direct oversight and P&L management for \$60M operations with 375 employees. Championed strategic management initiatives to strengthen bottom-line performance, stabilize annual costs and steer company through global market and economic crisis. Reported to board of directors.

- ▶ **OPERATING LEADERSHIP:** Provided decisive, proactive and market-driven operating leadership within highly competitive, unstable business market—reversed operating loss into highest level of profitability in 10 years.
- ▶ **REVENUE PERFORMANCE:** Halted sales decline by restructuring sales force, implementing intense training sessions on sales tactics, customer acquisition, and product knowledge—dramatically increased revenues.
- ▶ **CORPORATE MISSION:** Defined corporate mission in response to rapidly changing market conditions and significantly improved employee engagement, turnover and performance despite very tight budget.
- ▶ **EXECUTIVE RECRUITMENT:** Established intense evaluation and assessment process for senior-level / executive positions; aligned candidate's background to position requirements—decreased turnover from 20% to 8%.
- ▶ **UNION CONTRACT NEGOTIATION:** Saved company \$100K+ by eliminating a Teamster's bargaining agreement and outsourcing delivery costs.
- ▶ **INTERIM MANAGEMENT:** Structured and negotiated company's sale to Case Farms in 2012—retained by new management as strategic consultant and to lead integration of people, business processes and systems.