

EDWARD F. LISOSKI

18294 South U.S. Highway 87
Vancourt, TX 76955
Home: (325) 469 – 3935 Work: (325) 482 – 5240
eddiel@centex.net

SUMMARY OF PROFESSIONAL EXPERIENCE

Twenty-four (25) years of diverse experience in Human Resources in all disciplines and a solid academic foundation in Human Resource/Organizational Development, built upon eight years varied experience in four manufacturing operational units.

ORGANIZATIONAL CHANGE

- Human Resource Lead for salary workforce restructuring in 2008-2010. Collaboratively led the largest salary workforce reduction in ETHICON, San Angelo, TX history.

Results

- Developed successful strategic approach to workforce restructuring.
- No legal or internal challenges or employee relation issues.
- Successfully met all targets and goals.

- Human Resource Lead for 2010 Mentor, Tucson, AZ plant closure. Responsible for all aspects of communication, employee relations, and outplacement process. Plant closure successfully managed with zero employee relations and/or legal issues.
- 2009 to present - Human Resource Lead for innovative joint labor/management Competitive Edge initiative. Joint training completed in 1st quarter 2009, and collaborative strategy development currently underway to increase employee engagement, improving individual and organizational performance.
- 2007 to Present - CREDO Plant HR Lead. Collaboratively formulate CREDO action plan with key organizational leaders, with double-digit improvement in all CREDO indexes.

Results – CREDO performance has shown significant improvement in all areas:

	<u>2006</u>	<u>2009</u>
Credo behavior index	64%	77%
Supervisor index	56%	68%
Engagement index	54%	66%
Teamwork index	39%	56%
Diversity index	63%(2007)	74%

- 2005 to present – Human Resource Lead for the KRONOS project, a multi-million dollar, multi-plant conversion of the existing wage payroll process at the Ethicon San Angelo, Cornelia, and Somerville sites. The project standardized wage payroll, absentee and leave tracking at all Ethicon domestic sites
- Human Resource Site Lead for GHRT – partnered with J&J ERRG groups, managing a multitude of conversion issues involving payroll, benefits, and employee relations.

Results – zero formal complaints, zero grievances, and zero formal legal issues raised during GHRT implementation phase.

- Collaboratively leverage J&J ERRG in regards to performance and employee relation issues.

ORGANIZATIONAL DEVELOPMENT AND TRAINING

- Leadership development - Successfully manage PDM and succession planning process, differentiating performance and potential, driving greater accountability and ownership of talent development process.

- 2005- 2008 - Championed the implementation of WORKKEYS, a state-of-the-art, web based educational training and assessment process at Ethicon San Angelo, TX in support of plant technological growth platform.
- Championed the creation of the innovative Adult Skills Competency training focusing on English comprehension and verbal skill development, driving organizational learning and individual growth.
- Initiated and co-chaired Partners In Change Process in conjunction with Federal Mediation and Conciliation Services, ETHICON, and AFL-CIO UFCW Local #514 bargaining unit from 1992-1994.
- Certified Instructor: Self-directed Work Teams, J&J Supervisory Development Program (SDP), J&J Standards of Behavior, Covey Leadership Program, and SHRM Employee/Labor Relations.
- Author of several articles in nationwide SUPERVISION magazine.

EMPLOYEE/LABOR RELATIONS

- Coordinate and manage the collective bargaining process for Ethicon San Angelo in 2002, 1997, 1994, and 1991. Set objectives to ensure both cost containment and improved flexibility goals are attained. Participated in the collective bargaining process for Ethicon Somerville in 1985, 1987, and 1990.
- Successfully lead and manage comprehensive employee/labor relations, Safety, Environmental, and Organizational Development/Training functions at Ethicon San Angelo. Mentor and coach line leaders and plant staff on ER/LR issues.
- Manage, in conjunction with J&J ERRG, all state and federal agency requests for information, such as Department of Labor, Equal Employment Opportunity Commission and Texas Department of Human Resources.
- Consult with all Business Unit line leaders on issues regarding employee/labor relations, staffing, recruitment, and compensation.

COMPENSATION/RECRUITING

- Human Resource Lead for 2006 - 2010 College Recruitment strategy, partnering with JJR to develop passionate focus on recruiting top talent for the ETHICON, San Angelo, TX facility.

Collaboratively led multi-national team to develop and initiate international college recruitment programs at University of Monterrey, Mexico, University of Texas at El Paso (UTEP), and Texas A&M University for the Ethicon-Juarez operations.

- Manage PDM, succession planning, and compensation planning process at Ethicon San Angelo. Managed PDM & Succession planning process at Juarez, MX and Somerville, NJ.

COMMUNITY RELATIONS/PUBLIC RELATIONS

- United Blood Services Champion & Advisory Board Member - 2002 to 2006. Improved Ethicon San Angelo Blood Drive results from 59% in 2002 to 101% in 2003, 131% in 2004, and 217% in 2005, qualifying Ethicon San Angelo for the J&J Gold Award, an accomplishment never before achieved in Ethicon San Angelo.

Current and/or ex-Board member/Officer for various Community agencies - Christmas in April, Hospice, Academic Excellence, United Way, Wall Brethren Church, Christmas at Old Fort Concho, United Blood Services, and Concho Regional Food Bank.

EDUCATIONAL EXPERIENCE

- University of Phoenix Online Adjunct Faculty member – 2007 to present. Currently teaching Organizational Leadership at Master’s level; pre-qualified to teach Human Capital Management, Transformational Leadership, and Human Capital Development.
- Northeastern University Online Adjunct Faculty member – September 2010 to present. Currently teaching Organizational Behavior & Leadership.

- Angelo State University Adjunct Faculty member – 2004 to present - Human Resource Management, Organizational Behavior and Critical Thinking.

PROFESSIONAL JOB HISTORY

3/2010-present	Plant Human Resources Manager	ETHICON, San Angelo, TX
1995 to 3/2010	Business Based HR Lead	ETHICON, San Angelo, TX
1994 – 1995	Human Resources Generalist	ETHICON, Somerville, NJ
1992 – 1994	Human Resources Generalist	ETHICON, San Angelo, TX
1991 - 1992	Human Resources Manager	ETHICON, Somerville, NJ
1988 – 1990	Human Resources Manager	ETHICON, San Angelo, TX
1985 – 1988	Labor Relations/Benefits Administrator	ETHICON, Somerville, NJ
1979 – 1985	Manufacturing Supervisor	ETHICON & J&J, Somerville, NJ
1977 – 1979	Manufacturing Supervisor	W.A. Cleary, New Brunswick, NJ

EDUCATION

December 2009	Capella University – Ph.D. Human Resource Management. GPA – 4.0/4.0. Dissertation title: Organizational Change Dynamics in Transforming from Mass Production to Lean Thinking Model: An Explanatory Case Study. December, 2000 Angelo State University - Master of Business Administration 1999 - Awarded 1 st place in intercollegiate competition for research project- <u>Ergonomic Illness – an Exploratory Analysis.</u>
December, 1999	SHRM Certification – Senior Professional in Human Resources Society for Human Resource Management
May, 1977	Bloomsburg University - Bachelor of Science, Biology