

# FREDERIC BROWN

## Additional Experience Information

### EMPLOYER OF CHOICE – PROGRAMS ADMINISTERED AND/OR DEVELOPED

- ❖ **IDE (Individual Dignity Entitlement) Program** (6 Questions) – Motorola
  - Asked Every Quarter to All Employees – Any Answer of No Would Be Considered a Defect and Would Have to be Addressed by the Manager
    1. Do you have a substantive, meaningful job that contributes to the success of Motorola?
    2. Do you know the on-the-job behaviors and have the knowledge base to be successful?
    3. Has the training been identified and been made available to continuously upgrade your skills?
    4. Do you have a Personal Career Plan, and is it exciting, achievable, and being acted on?
    5. Do you receive candid, positive and negative, feedback at least every thirty days that is helpful in improving or achieving your personal career plan?
    6. Is there appropriate sensitivity to your personal circumstances, gender, and/or cultural heritage so that such issues do not detract from your personal career plan?
- ❖ **Employee Scholar Program** – UTC (United Technologies Corporation)
  - UTC pays for tuition, academic fees and books at approved educational institutions.
  - The program is available to our global workforce.
  - Employees can obtain a degree in any field, whether or not it is related to their job.
  - Partner universities deliver programs at our locations to provide work-life flexibility.
  - Payments are made directly to the educational institution to minimize out-of-pocket costs.
  - Eligible employees can receive up to three hours of paid time off to study per week.
  - Upon completion of degree (B.S. or Higher) employee would receive 100 Shares of Stock (worth \$10,450) in today's price of \$104.50)
- ❖ **401K Program** – Giant International
  - Total Rewards Program that included automatic 401K contributions while lowering total cost to the organization
  - Employees received \$800 allocation per month for benefits – anything left over would automatically go to 401K
  - Employees that were on their spouses benefits that worked at other companies would get the entire \$800/month or \$9,600/Year given by the company into their 401K + a 3% Match
- ❖ **Allure Life Plan** – Allure Inc.
  - Developed and launched the Allure Life Plan™ that focused on Career, Financial, Investment and Estate Planning
  - Program designed for Employee Retention and also offer to customers for their employees

### RECRUITING/TALENT ACQUISITION – (SEE EXHIBIT – THE RELATIONSHIP MODEL)

- ❖ Created The Relationship based recruiting system for World 50 based on equating the Employment Life Cycle to the Relationship Model
- ❖ College Recruiting | Mid Manager & Executive Recruiting Throughout Career
- ❖ Received a Special Award (Highest Level Award For Outstanding Achievement) for extraordinary Affirmative Action results
- ❖ Proactively searched for and placed disabled candidates within the organization

## **PERFORMANCE MANAGEMENT**

- ❖ Analyzed, designed, built and delivered a Training, Performance Management and Total Rewards Program for our Contact Center in Subic Bay Philippines that resulted in an increase in sales of 68%
- ❖ Development and implementation of a performance management system that focused on Key Result Areas and supported the regional business objectives

## **COMPENSATION**

- ❖ Development of a Phantom Stock Award Program
- ❖ Administered the merit program for all manufacturing shifts
- ❖ Developed and implemented a pay for performance system for manufacturing associates that tied the merit increase percentage with current pay and performance score, also capped salary with the option of a lump sum merit

## **BENEFITS**

- ❖ College Planning
- ❖ Ancillary Benefits – Research Best Fit for Organization
- ❖ Licensed Insurance Agent

## **EMPLOYEE RELATIONS**

- ❖ Created an interactive HR solution system that reduced cost and decreased employee relations issues
- ❖ Lunch & Learn (Financial Planning, Healthcare Management, Career Planning)
- ❖ Round Table with Manufacturing Managers & Associates to discuss issues & immediate solutions

## **TRAINING**

- ❖ Development of web based and CD ROM for Managers – Human Resource Basics (How to Guide) – The Employee Life Cycle
- ❖ Developed and implemented the Lunch and Learn Program
- ❖ Trained managers on the new ADA law
- ❖ Edify - <https://www.youtube.com/watch?v=z1wDSJxHLQo>

## **REGIONAL OFFICE – EXPERIENCE**

- ❖ Pacific Northwest Region
  - Seattle and Spokane Washington, Portland, Oregon, Salt Lake City, Utah and Anchorage, Alaska
- ❖ Western Canada Region
  - Vancouver, British Columbia, Calgary and Edmonton Alberta and Winnipeg, Manitoba
- ❖ Heartland Region
  - Missouri, Kansas, Iowa, Nebraska, South Dakota, North Dakota and Minnesota
- ❖ Best Practices Rollout
  - KRA – Key Result Area
  - CD Rom – How to Guide
  - Recruitment Practices

## **RISK ABATEMENT**

- ❖ ADA – American with Disabilities Act
  - Compliance
  - Training
  - Recruitment - Proactive
- ❖ Parity Goals – EEO 1
- ❖ Safety Training – Goal Setting
- ❖ Union Avoidance

## **TOOLBOX - SAMPLE**

- ❖ Behavioral Dimensions – Sample

### ATTENTION TO DETAIL

Accomplishing tasks through concern for all areas involved, no matter how small; showing concern for all aspects of the job; accurately checking processes and tasks; maintaining watchfulness over a period time.

### Key Behaviors

1. Maintains a project checklist covering all the small details that might be overlooked.
2. Checks work for error or omissions before dispatch
3. Keeps track of many small details without forgetting some items
4. Checks to see that all details in each step of a procedure have been completed.
5. Makes sure that written correspondence is error free.
6. Completes reports, orders and other documentation accurately

- ❖ KRA – Key Result Areas – Performance Management
- ❖ OGSM – Objective | Goals | Strategies | Measures