

WILLIAM S. KANE, Ph.D.

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CAREER SUMMARY

William S. Kane is a management consultant, executive coach, and faculty member at the Rutgers University School of Management and Labor Relations.

Prior to joining RU, Bill was a highly accomplished leader/CHRO in the field of Human Resources, where he attained broad and deep experience in all aspects of functional leadership working in multiple industrial sectors across the globe. His specific expertise is in planning, and executing the talent management strategies associated with profitable business transformations. Change leader; 4 advanced degrees; certified coach; author.

RECENT PROFESSIONAL EXPERIENCE

Rutgers University, , New Brunswick, NJ **2022–present**
Faculty, School of Management & Labor Relations, Human Resources Management

Self Employed Management Consultant **2021-present**
Providing executive coaching and advisement services to leaders across various industries.

Husqvarna Group, Charlotte, NC **2019-2020**
Vice President, People & Organization
Husqvarna is a \$4.5 billion Swedish-based manufacturer and provider of outdoor equipment.

- Led the HR and crisis team all-encompassing responses to COVID-19 (5,000 employees). Record production and double-digit growth experienced during the pandemic.
- Assessed the region’s senior management team; identified talent gaps and opportunities; facilitated executive team-building resulting in enhanced cross-functional dynamics.
- Launched regional/global job architecture initiative with the NA region as global blueprint.

Sumitomo Corporation of Americas (SCOA), NY, NY **2009-2019**
Senior Vice President/Regional CHRO & General Manager of the HR Group
Headquartered in Tokyo, Sumitomo is one of the world’s leading corporate investors and business partners (PE model). Regional revenues were \$14 billion, a 75% increase in 10 years.

Recruited to build synergistic relationships with the portfolio companies across the region, as well as to revitalize the regional HR function as a global template.

Within and across the group companies (40,000 employees across multiple industrial sectors):

- Strengthened the relationships and service agreements between SCOA and the major portfolio companies by shifting from a “holding company” to “strategic architect” model.

- Provided strategic counsel on multiple M&A/divestiture decisions; responsible for HR PMI. Oversaw various facility expansions/closures with correlating headcount adjustments.
- Assessed senior talent; managed talent moves across the portfolio; and negotiated/advised on all executive employment contracts.
- Developed an integrated HR strategy aligning enterprise-wide goals; partnered with portfolio company HR teams to selectively consolidate payroll services, choose healthcare benefits/carriers, and merge retirement savings plans with over \$6 million in annual savings; introduced a compliance hotline; and handled sensitive employee matters.

Led a HR/General Affairs team of 50 professionals, supporting 800+ corporate team members:

- Served as the key local member of the executive team; trusted advisor and collaborator for regional/cross-regional/HQ interface and global HR matters. Developed/coached leaders.
- Employee Connectivity: Transformed the SCOA HR delivery and support systems by establishing service models for business partners, specialists, and an operations center.
- Cultural Transformation: Cultivated a unified, values-driven culture and global brand with related policy changes; developed SCOA intranet, enhancing employee communications; implemented cross-cultural training; established a Diversity & Inclusion function; and designed an enhanced expatriate/new hire on-boarding process.
- Organizational Development: Introduced OD function; created a new values-based performance management system; developed a new succession planning system; designed and implemented a high-potential/leadership program, ultimately placing Sumitomo's first non-Japanese GM; and designed a multi-faceted training & education model as the basis for a cross-regional learning community and enhanced talent assessment/management/mobility.
- HR Operations: Installed SuccessFactors as the HCM platform, introducing workforce planning and analytics; introduced a new job architecture and market-based compensation/incentive structure; and expanded incentive pay eligibility.

Kyowa Pharmaceutical, Inc. (KPI), Princeton, NJ

2003-2008

Vice President of Human Resources & General Administration/CAO

KPI is a subsidiary of Kyowa Hakko Kogyo, Inc., a \$6 billion global Life Sciences concern.

In a fast-growth, start-up environment, recruited to design, facilitate, and lead the talent acquisition and management agendas, advancing a Parkinson's drug toward the marketplace. (Note: The drug did not receive initial FDA approval; organization was downsized in 2008.)

- Led the executive committee efforts to create the mission, strategy, and related business planning required to conduct Phase III clinical trials through NDA and commercialization.
- Partnered with Drug Development leadership (Clinical Research, PM, Data Management, Biostats, and Regulatory) to design the required organizational architecture. Assessed/selected critical talent within budget and timeline parameters (200+ employees).
- Designed and implemented "Pay for Performance" strategy, promoting corporate line of sight and shared goals, resulting in higher retention of key players and forced turnover of lesser performers; introduced a market-based grading structure; created a total rewards program; introduced a multi-tiered, values-based performance management system; and designed a talent management system in conjunction with Tokyo-based parent.

International Flavors & Fragrances Inc., NY, NY

1999-2001

Chief Human Resources Officer, Corporate Vice President & Corporate Officer

IFF is a \$3 billion global producer of flavors and fragrances, with facilities in 35 countries.

Recruited to drive a business transformation agenda and reinvigorate the employee experience.

- Designed a customer-focused, matrixed organizational structure with \$40M saved,
- Created and installed the platform for a common corporate culture, “One IFF,” based upon common values. Returned company to *Fortune's* Most Admired list.
- Instilled employee ownership by linking vesting to stock price; price doubled in 12 months.
- Led HR due diligence and PMI to acquire BBA, making IFF the world’s largest F&F house

PRIOR PROFESSIONAL EXPERIENCE

- Channel One Network/KKR (leadership development; executive team-building)
- Frigidaire Company/Electrolux (global organizational redesign; labor relations; collective bargaining with multiple unions; turnaround of 2 major operating divisions)
- Concurrent Computer (emerging from Chapter 11 bankruptcy)
- Unisys Corporation (PMI)
- FMC Corporation (labor relations; change management; multi-functional assignments)

EDUCATION

- Ph.D., Organizational Development & Change, Fielding Graduate University, Santa Barbara, CA. Dissertation: Mentoring High-potential, Future-leading Women.
- MA, Human & Organizational Systems, Fielding Graduate University
- MA, Organizational Psychology, Fairleigh Dickinson University, Madison, NJ.
- MBA, Management, Fairleigh Dickinson University, Madison, NJ.
- BA, Communications/English/Business, Rutgers College, New Brunswick, NJ.

SELECT HIGHLIGHTS AND ACTIVITIES

- Author: *Leading Business Teams: The Definite Guide to Optimizing Organizational Performance*. Featuring Coach John Wooden and the SCORE Paradigm, Routledge, 2024.
- Author: *The Truth about Thriving in Change*, Pearson Education, 2008.
- Executive Education: IMD, Lausanne, Switzerland, Global Excellence Certification, 2010.
- Institute of Executive Coaching and Leadership, Sydney, Australia, Certified Coach, 2021.
- Smithsonian Science Education Center, Smithsonian Institute, Washington, DC, 2012-2014.
- The Conference Board, CHRO Council, 2016-2019.
- Mentor: Nationally recognized LEAD program for Women Unlimited, 1999-2010.
- NYSE: With IFF Executive Committee, “Rang the Bell” to open the Exchange on June 5, 2001.
- *Profile Magazine*, “Change-Maker,” Career Perspectives, featured July 2013.