

MICHEL RIZZO

CHANGE, TRANSFORMATION, HR
EXPERT - FR



CHANGE, TRANSFORMATION, HR LEADERSHIP and HRIS have been key focus areas throughout my international Career.

My global exposure has provided me the experiences to build an expertise level in all those CORE COMPETENCIES.

This experience, mixed with my multi-cultural essence and people leader capability, position me to lead major projects or functions through constant change.

✉ michelrizzo@outlook.com

☎ +41787904918

EXPERIENCES

CHANGE

INTERNATIONAL CHANGE EXPERTISE - Depuis 2002

- ▶ Lead the change of HR Operating Model, from Outsourced to Insourced, to partially Insourced. Regional and Global Scale Projects.
- ▶ Lead the change of HR Operating Models in Europe and Asia. De/Centralization of HR support in Europe and South Asia.
- ▶ Drive Optimization, Business Unit structure change programs across Europe and manage their impact on countries' organization.
- ▶ Drive Voluntary and Involuntary Separation Programs across Europe and South Asia (commercial, support and manufacturing organizational units).
- ▶ Lead change in Employee Relations structure, content and focus to improve the output of the employee/employer relationship.
- ▶ Scope of HR Change project vary from Talent Aquisition, to HR Operations, to Payroll and HRIS. On regional & global scale.

TRANSFORMATION

REGIONAL AND GLOBAL TRANSFORMATION - Depuis 2004

- ▶ Participate, manage, lead HR Transformation programs on regional/global level.
- ▶ Strategy design, planning and implementation.
- ▶ Usage of Roadmaps to inform on objectives, timelines, impact on the organization and provide regular updates to key stakeholders.
- ▶ Management of Organizations' key stakeholders on various transformation programs
- ▶ Program Budgetary build-up, management and reporting.

HR LEADERSHIP

INTERNATIONAL HR LEADERSHIP - Depuis 2006

- ▶ International HR Leadership positions for more than 14 years
- ▶ Regional and Global Team leadership for over 14 years
- ▶ Team size ranging from 10 to 100 Headcount.
- ▶ Work on HR and Business matters in over 40 countries.
- ▶ Collaboration wit C-Suite executives for over 14 years.

HR SYSTEMS AND PLATFORMS

REGIONAL AND GLOBAL HRIS - Depuis 2003

- ▶ Participations, manage and lead Regional and Global HRIS Implementations, assessments, redirections, enhancements.
- ▶ Lead teams to efficiently deliver optimized products and processes for the Organization.
- ▶ Stakeholder management major HRIS implementations.
- ▶ Key HR processes experience range from Core HR, to TA, Learning, Comp, Ben, Time and Absences, Payroll, Integrations, Reporting.

PROFESSIONAL TRACK

Summarized experience track - Depuis août 1995

- ▶ Human-Q Solutions - Co-Creation of an HR Consulting Services company - 2021
- ▶ Haemonetics - VP Global HR Service Delivery - 2018-2020 - Switzerland
- ▶ Haemonetics - VP HRBP International - 2017-2018 - Switzerland
- ▶ Haemonetics - Snr Director EMEA - 2013-2017 - Switzerland
- ▶ SGS - Head of HR South East Asia Pacific - 2008 - 2013 - Singapore
- ▶ SGS - Head of HR Africa - 2006 - 2008 - Switzerland
- ▶ JTI - SAP Project Manager - 2004 - 2006 - Switzerland
- ▶ JTI - HR Manager HQ - 2002 -2004 - Switzerland
- ▶ Namics - HR Manager - 2001 - 2002 - Switzerland
- ▶ Adecco - Recruitment Consultant / Branch Coordinator - 1999 - 2000 - Switzerland
- ▶ Citroën/Stellantis Group - Supply Chain Coordinator/Graduate Trainee Program - 1996 - 1998 - Switzerland

COMPÉTENCES

IT / HRIS	<ul style="list-style-type: none">▶ Workday, ADP, Service Now ★★★★☆▶ MySAP, BW, ★★★★☆▶ Sharepoint ★★★★☆▶ MS Planner ★★★★☆	<ul style="list-style-type: none">▶ Oracle HR, Lumesse ★★★★☆▶ Predictive Index, SHL ★★★★☆▶ Trello, TeamUp, Xmind ★★★★★
Language	<ul style="list-style-type: none">▶ Native French ★★★★★▶ Fluent Italian ★★★★☆▶ Basic Swedish ★★☆☆☆	<ul style="list-style-type: none">▶ Fluent English ★★★★★▶ Good German ★★★★☆

FORMATIONS

Human Resources Studies

Cornell University HR Certificate

Mai 2009 à mai 2010

HR Certification Program offered in 2009 - 2010. Program has changed name since.

Key modules were: Design-Implementation of Performance Management, Management of Performance, Staffing & Selection, Compensation Model (external and structural considerations), Applying Compensation models (internal and legal consideration), Communicating, Coaching and Counseling for Improved performance, Organizational culture – Work Life Balance, Fundamental of Retirement – Flexible and Additional Benefits, Fundamental of Welfare and Legal Benefits, EEO, Employment Laws for HR Professional

Professional Trainings

Various Institutions

Depuis septembre 2002

SAP HR Training (Personal Administration, Time Management, Compensation Management, Benefits Management),
Predictive Index™(PIA),
PDI - Recruitment methodology,
Hay Job Evaluation, ,
Kepner Tregoe PM,
Lumesse e-recruitment certification,
MCE Fundamentals of Finance for non Finance, HRBP Masterclass

Additional courses

University of Lausanne

Septembre 1995 à septembre 1996

HR, Marketing, Production Management, Logistics

Master

University of Lausanne

Septembre 1991 à juin 1995

Political Sciences