



Paul Kreider

Executive Coach and Organizational Development Consultant

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Summary

Respected advisor with a passion for providing executives and leaders with the tools and skills to win. Wide ranging experience in Human Resources and Organizational Development across the consumer goods, hospitality, sports, entertainment and manufacturing industries. Focused business partner with ability to influence at all levels of an organization. Expert in corporate culture with a track record of driving transformation and building engagement. Successful background in Executive Coaching, Organizational Development, Change Management and public speaking.

Experience

Coach and Consultant; Kreider and Associates, Hershey, Pennsylvania

January 1997 - present

Operate Organizational Development consulting firm that builds leadership and organizational effectiveness in manufacturing, sports, education, government, hospitality, healthcare and consumer goods industries. Provide Executive Coaching, Leadership Development, Organizational Design and Strategic support across organizations, from C-level to front line managers.

Serve as mentor and coach to high-potential leaders as they progress through their careers, including CEOs and other C-suite executives. Successfully integrate executives into new roles. Facilitate strategic alignment across leadership teams.

Design and implement top talent identification and assessment processes. Provide leadership in organizational design and governance. Facilitate Executive Steering Committees in researching, benchmarking, planning and implementation of functional organization designs. Lead development of organization design/governance, culture integration, and interpretation of HR policies/procedures.

Adjunct Faculty Member

Bucknell University

2012

Penn State University, Harrisburg Campus

HR Management., Organization Behavior, and General Management

1984-1997

Education

Elizabethtown College

Bachelor of Science, Sociology

1972 – 1976

St Francis PA

Masters of Industrial/Labor Relations

1984

Director/Human Resources Business Partner
The Hershey Company, Hershey, Pennsylvania
1978 – 2013 (35 years)

Talent planning, organizational design, compensation strategies, developing talent capability, change management, employee engagement, client relationship management, coordination with solution centers.

- Worked with a new company CEO during his first two years to successfully assimilate into his new role and build interdependent relationships with the Board of Directors, the Executive Team, and the Extended Leadership Group.
- Successfully coached and advised a cadre of Finance, IS and Strategy Leaders at various stages of their careers to significantly transform their leadership effectiveness on a personal level, with peers and in their organizations, achieving enterprise-wide change.
- Played a pivotal role in establishing a highly successful Global Shared Services function, encompassing various financial and customer service processes, through thoughtful leadership in organization design/governance, culture integration, and interpretation of HR policies/procedures in a high matrix operating model.
- Partnered with CFO and his senior leaders to create change management strategies that defined goals, identified/built key capabilities and optimized human assets during an enterprise-wide SAP install.
- Led a group of cross functional senior leaders in a project designed to more fully leverage company values as a mechanism to drive performance of 13,000 employees.
- Partnered with a corporate CFO and CIO to design and implement a top talent identification and assessment process that achieved vertical and horizontal succession planning.
- Collaborated with company CFO to build an appropriate cross training talent strategy that ensured the current and next generation of Finance leaders would have the necessary capabilities required by the company.
- Designed and implemented a highly effective leadership development program for a corporation's Executive Team that achieved significant progress in eliminating functional silos and achieving organizational synergy.

Development Consultant
The Hershey Company
1991 – 2004

Build and executed enterprise-wide solutions in the following areas: Leadership Framework and Brand, Team Building, Succession Planning, Merger and Acquisition Integration, Change Management, Employee Engagement Tools. All focused to drive company business priorities.

Human Resource Manager
Hershey Pasta Group
1984 – 1991

Strategy development and delivery in: Training & Development, Compensation & Benefits, Labor Relations, Recruitment & Selection, Human Resources Policy & Procedures Administration for 7 manufacturing plants.

Human Resources Specialist
The Hershey Company
1978 – 1984

Reese Plant – Plant Safety Program, AA/EEOC Compliance, Union Avoidance Strategies, Supervise Security Staff, Human Resources Policy/Procedure Administration for 1300 employees.

Honors and Awards

Volunteer of the Year, United Way Capital Region 2004

Executive Award of Excellence, The Hershey Company 2008

Volunteer Experience

Board Member, Pennsylvania State Athletic Director Association

Board Member, LeSean McCoy Foundation

Loan Executive, United Way of the Capital Region

Personal Information

Married to Susan for 29 years

Father to daughters, Elizabeth and Allison

Completed Harrisburg Marathon - 1984, Marine Corp Marathon – 1990, New York Road Runners Club Marathon – 1991, 100th Boston Marathon - 1996