

Alan K. Nevel

Executive Profile

Seasoned human resources executive experienced in guiding global, multi-billion dollar corporations through large scale Organizational Transformation. Over 20 years of management expertise specializing in driving the development and implementation of value-added, best-in-class Human Resources, Diversity & Inclusion, Change Management, Leadership and Talent Development programs, while managing the resources and administration of these programs at the individual and organizational level in alignment with Company goals.

- Demonstrated experience building collaborative business relationships with clients while positioning self as a trusted coach/advisor and strategic business partner
- Strong interpersonal communication, organizational effectiveness and multi-tasking skills
- Proven negotiating, persuasion and influencing skills
- Ability to manage complexity and ambiguity while exceeding customer/client expectations
- Experience in driving global projects from concept to completion, on time and on budget
- Deep Supply Chain and Operations Management experience in the Chemical and Specialty Retail Industries

Professional Experience

Limited Brands, Inc. www.limitedbrands.com

2004 - Present

Limited Brands sells lingerie, personal care and beauty products, apparel and accessories through its Victoria's Secret, Pink, Bath & Body Works, C.O. Bigelow, La Senza, White Barn Candle Co. and Henri Bendel brands.

Director, Diversity & Inclusion – Limited Brands

Responsible for leading the successful implementation of associate resource groups across the enterprise and leveraging diversity and inclusion education programs to raise awareness across the corporation. Also responsible for helping to drive enterprise diversity and inclusion initiatives associated with talent, community & philanthropic engagement, and supplier diversity.

Director, Talent Management – Victoria's Secret www.victoriasecret.com

Director, Human Resources – Victoria's Secret Stores

Responsible for Home Office Human Resources activities and functions related to the talent lifecycle; including recruiting, associate relations, performance management, compensation and benefits, and career/talent development. Partners with senior executives in Merchandise Planning, Inventory Deployment, Finance, Merchandising, and Brand Strategy & Integration to address Learning & Development, Succession Planning, Organization Design and Compensation issues for their constituents. Also responsible for driving the VSS Organizational Change Management Plan associated with the implementation of INSIGHT, an Enterprise-wide software package-enabled reengineering program.

Program Manager, Human Resources – Limited Brands

Responsible for overall program management of internal Human Resources activities associated with a multi-year, multi-brand, Enterprise-wide transformation leveraging best in class technologies and processes. Examples of these activities include the following: Performance Management, OLR, Inclusion, Brand/Function Redeployment, Talent Development, Organization Design, and Hiring, Staffing and Compensation support.

Organization Transformation Project Manager - Limited Brands

Program Management-level position responsible for driving organizational change activities across the overall Supply Chain (Change Management Thought Leadership, Organization Readiness, Leadership & Stakeholder Alignment, and Branding & Communications) for INSIGHT, a multi-year, multi-brand, Enterprise-wide software package-enabled reengineering program. Functional areas impacted include Merchandise Planning, Allocation, Forecasting & Replenishment, Logistics, Regulatory, Customs & Compliance, Strategic Procurement, Production & Sourcing, Product Life Cycle Management, Finance, Customer Marketing and Retail Cross-Channel Operations.

Organization Transformation Project Lead - Limited Brands

Responsible for organizational change activities (Change Management Thought Leadership, Organization Readiness, Leadership & Stakeholder Alignment, and Communications) across the workstreams within the Demand Chain. Functional areas of responsibility include Merchandise Planning, Allocation, Forecasting & Replenishment, Logistics, Customs, Compliance, Procurement, Production, Sourcing, Commercialization - Product Life Cycle Management.

Change Management Project Lead – Limited Technology Services

Led overall design, development and execution of change management plan for the implementation of Changepoint, a project management/time tracking tool utilized by Limited Technology Services. Activities included the following: Stakeholder Alignment, Communication Planning and Execution, Sponsorship Planning, Training.

Accenture www.accenture.com

1997 - 2003

Accenture is a global management consulting, technology services and outsourcing company.

List of former clients include Aspen Technologies, Dow Corporation, DuPont, Fujitsu, USAF, ISG, Kodak Polychrome Graphics, and The PolyOne Corporation.

Senior Program Manager - Supply Chain & Manufacturing Alliance

Alliance Manager for the Chemicals vertical of a \$1B global strategic marketing alliance with a leading process industry software application developer. Directly responsible for driving the day-to-day operations of the alliance (including sales activity tracking and budgeting), in addition to generating sales of current and future product offerings through expansion of the existing client base and enhanced market penetration.

- Managed FY03 Alliance Sales Pipeline (Chemicals vertical) in excess of \$375M and lead design and development of \$40M Procurement Transformation Sales Campaign focused on 18 major North American and European Paint & Coatings manufacturers.
- Created and delivered internal and external sales training presentations to Alliance senior executives.
- Developed initial business case for \$18M Manufacturing Enterprise Platform/Portal Sales Campaign focused on point-to-point, shop floor-to-ERP and workflow integration.
- Designed go-to-market strategy and sales approach while identifying 7 potential target clients with annual sales revenues of \$6B or greater.

Project Manager - Shop Floor- to- ERP Systems Integration

Conceptualized, sold and managed the design, build, testing and implementation of a \$1.3M global, enterprise-class standardized labeling solution for a \$3.4B Polymer Solutions and Services corporation. The primary objective of the project was to develop a customized solution that would directly interface with the client's SAP 4.6c platform as well as existing manufacturing applications. Scope of implementation encompassed 34 sites, 8 countries and 7 languages, while supporting over 50,000 finished goods and thousands of raw materials and laboratory samples.

- Structured client business case and value realization plan for a viable labeling solution that could be leveraged across all product lines regardless of business unit, site or location of manufacture.
- Consolidated 1400+ custom labels to 12 standardized templates.
- Defined strategic direction for solution implementation and integration with SAP and shop floor manufacturing applications.
- Institutionalized business rules and service levels pertaining to labeling.
- Designed and delivered change management program to simplify and standardize skill sets required to support labeling solution.
- Executed all project management tasks including daily activities, scope, budgeting, planning, estimating, issue tracking and transition planning.

Change Management Program Manager – Information Technology Alliance

Drove overall Change Program for an IT Alliance with a multi-billion dollar global steel manufacturer.

- Directed daily activities in the following areas: Communications Planning, Performance Management, Career Level Mapping, Team Effectiveness and Leadership Development.
- Instituted Core Learning and Organization Development Strategy for all Alliance employees.

Project Manager – New Product Planning & Portfolio Management Team

Structured the implementation of a new business case process for new product ideas/concepts along with the development of a new MS Access-based, on-line business case development tool for an international Communications & High Tech manufacturer.

- Directly responsible for the design and development of a Train-The-Trainer course outlining the new process in conjunction with the new tool. The course design involved two segments: 1) an instructor-led overview session regarding the New Product Planning & Portfolio Management Process, and 2) a team-oriented, goal-based case exercise utilizing the toolkit to develop sample business cases which were then formally presented to a mock review committee of FNC Executives.

Senior Consultant - Change Management Process Lead & Unit Owner

Managed overall change program for design, build and implementation of Oracle-based Finishing Data Acquisition to effectively track production of cold-rolled and tin-plated steel coils for a major multi-billion dollar steel manufacturer. Also served as functional lead/unit owner for Component, Assembly, Product and PTT functional testing on multiple shop floor processing units.

- Interviewed multiple departments to identify client's system requirements while adhering to GUI and HCI principles.
- Conceived project work plan, tracking tools and budget.
- Led multiple teams of up to 6 resources in design, build, test, implementation and enhancement phases.
- Controlled prototyping, demo and end-user training activities.
- Implemented the system at 3 manufacturing facilities across 9 production lines while providing 24X7 production support for 950+ end users.

The Sherwin Williams Company www.sherwinwilliams.com

1986-1997

Sherwin Williams' core business is the manufacture, distribution and sale of coatings and related products.

Drove Manufacturing and Operations across multiple, high speed production lines in the Specialty Brands (aerosol coatings and diverse specialty products) business unit. Had direct responsibility for the daily activities of 85+ employees and the setting and achievement of monthly production metrics. Directly responsible for the effective, profitable production of 8.5 MM quality aerosol products annually with maximum scrap rate of 2%. Leveraged previous R&D background to pilot and co-develop new products.

- Directed development and implementation of New Employee Orientation Program – 1995.
- Developed Job Training / Operator Classification Program resulting in annualized cost savings of \$18,000 / new employee – 1996.
- Management Representative for Grievance & Labor Negotiations Team – 1988-1997.

Education, Certifications & Affiliations

- Bachelor of Arts, Liberal Studies, Cleveland State University, Cleveland, Ohio
 - Concentration in Business Management and Physical Science
- Professional Certification (PHR), Human Resource Management
- Accenture School of Professional Education: 1000+ hours of intense Management, Leadership, Systems, Sales, Industry, Problem Solving, Supply Chain, and Technical training
- SAP Partner Academy – Materials Management / Production Planning (www.sap.com)
- Achieve Global Certified Trainer/Facilitator (www.achievegloabl.com)
- Global Lead Management Consulting Certified Trainer, Inclusion Common Ground (www.globallead.com)
- Leadership Advisor, African American Associate Resource Network (Limited Brands Associate Resource Group)
- Member, Limited Brands Values & Inclusion Task Force
- United Way of Central Ohio Key Club
- United Way of Central Ohio Young Leadership Group
- Who's Who in Black Columbus, 2009
- Member, Central Ohio Diversity Consortium