

**GREG FURSTNER - <https://www.linkedin.com/in/gfurstner/>**

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**PROFESSIONAL EXPERIENCE**

**SkillPath, Mission, KS** **2017-2020**  
*The premier company providing seminars, conferences, and online training for business professionals with 200 employees.*

**Senior Vice President – Human Resources, (2017-2020)**

Directed all HR, warehouse, facilities, and customer service functions. Worked directly with CEO, Executive Staff and the Board on all strategic initiatives.

- In conjunction with CEO, reorganized the entire Company and recruited new world class executive staff. Reduced turnover from 50% to 10% in 1.5 years and improved the Best Places to Work Survey scores by 20% in two years.
- Designed, established, recruited, and developed new human resources headquarters department of six establishing policy, procedure, and compliance.
- Designed and implemented first ever Company compensation system for reevaluation for all salaried positions and employees, sales compensation plans, executive incentive plans and annual reviews that increased employee performance and morale.
- Spearheaded the company's first Compass Leadership Program that developed our management team and increased company over-all talent pool by 15%.

**Ceva Animal Health, Lenexa, KS** **2011-2016**  
*An International Animal Health Company headquartered in France with \$950 Million in annual sales and 3800 employees globally.*

**HR Director, North America & Biology Unit, Lenexa, KS (2013-Present)**

Directed all HR and communication functions in the US and 7 biological campuses. Hired and developed a staff of 6 (\$1.3M Budget) and key contributor on global management teams.

- Led global team designing talent management solution globally for Ceva and presented to Executive Committee for approval. People review process was adopted globally for succession planning and development of internal talent.
- Designed, communicated, implemented and tracked the Marek's (#1 Strategic Product in Ceva, produced in Lenexa) compensation program. Successfully reduced turnover 20%, increasing tenure from 11 months to 19 months, improving conversion time of temporaries from 6 months to 4, reducing contamination 2014 - 25% to 2016 - 3.2%.
- Managed Biology Career Development program, creating video, communication & manager guide. Managed all employees in the program and coordinated their rotational schedules building a cadre of 8 employees who can provide a quick response effort to solve industrial issues anywhere in the world.
- Lean Transformation resulting in initial savings of over \$500, 000 annually. Observed and participated in the implementation in of Lean in Hungary to prepare for implemented on Lenexa Campus without consultants. Executive sponsor that kicked off the program, mentored project leader, provided training and helped guide first implementation.

**HR Director, Ceva Biomune Campus, Lenexa, KS (2011-2012)**

Delivered all human resource functions at vaccine manufacturing campus including benefits and payroll. Managed staff of 3 and budget of \$750K.

- Reduced turnover from 30% to 15% for an annual savings of \$ 1.3 Million.
- Replaced benefit broker realizing a \$3 million savings in two years and implemented Affordable Care Act changes to all benefit plans.
- Managed shutdown of New Jersey office, handling all terminations, communications and severance agreements. Provided on-site management and rehired all jobs in the Lenexa.
- Managed immigration program for executive expatriates and those requiring sponsorship including L-1, J-1, H-1B, green card and all related relocation and tax implications.

**SALEZWORKS, LLC, Prairie Village, KS**

**2008-2012**

*A boutique Human Resources and Sales Consulting firm.*

**Managing Partner**

Company founder responsible for operational logistics, business development and delivery.

- Delivered diverse compensation and recruiting projects in the Kansas City and New York markets including complete compensation systems, executive benchmarking, executive retention, phantom stock plan, sales compensation plans and custom surveys.
- Designed the performance management system and bonus program for the SUNY - Geneseo Dining System.
- Co-wrote and deliver the program teaching Companies “How to Hire the Right Salesperson” offered through the UMKC Small Business Development & Technology Center.

**PROVIDIUM HUMAN RESOURCE GROUP, LLC, Rochester, NY**

**2007-2008**

*A full-service Human Resource Consulting firm for small and medium sized businesses with \$10 million in annual sales and 44 employees.*

**Vice President, Compensation & General Manager – Kansas City**

Human Resource Consultant specializing in Compensation, International entity creation and strategy.

- Driving Compensation business as the first National Practice Leader for Providium designing programs to attract and retain employees at all levels.
- Building the Kansas City office from a business development perspective in a new market while continuing to deliver projects.
- Successfully completed numerous compensation, performance management and expatriate projects with excellent customer satisfaction ratings.

**FREIGHTQUOTE.COM, INC., Lenexa, KS**

**2005-2007**

*The leading provider of web-based freight transportation management services for small businesses with \$250 million in annual sales and 750 employees.*

**Vice President, Human Resources**

Managed all Human Resource functions including facilities for employees in all locations. Supervised a staff of 11.

- Built an HR function and staff to sustain exponential growth from \$86 million in revenue and 340 employees to \$250 million in revenue and 750 employees.
- Drove due diligence and implementation of two acquisitions domestically and one entity creation in Ireland.
- Successfully implemented ADP HRIS system that improved internal process efficiencies and conducted first Company wide open enrollment.
- Implemented market based compensation system complete with grades, ranges and compensation manual.

**CUMMINS, INC., Columbus, IN**

**2003-2005**

*A global power leader that designs, manufactures, distributes and services engines and related technologies with \$6.3 billion in annual sales and 24,000 employees.*

**Director, Human Resources - Technical**

Responsible for all human resources processes for the technical function globally, Research & Development division and the Non – Exempt Staffing function domestically.

- Project manager for technical organizational development project that gained board approval and had successfully implemented 50 % of the recommended changes.
- Drove the implementation of Team Based Work Systems throughout the technical function globally that was 50% complete after a complete six-sigma redesign.
- Member of the negotiating team brokering a contract with the Office Committee Union representing all technicians and administrative personnel in Indiana.

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**LOCKTON INSURANCE BROKERS, Kansas City, MO** **2001-2003**  
*World's largest privately-held insurance brokerage firm with 12 locations and \$250 million in annual premiums and 1500 employees.*

**Vice President, Human Resources**

Managed compensation, benefit, and generalist responsibilities for Employees Company wide. Led the daily Human Resource operations, benefit administration, employee benefits budget, government compliance, EEO reporting and internal customer service; supervised staff of 4.

- Led team that implemented the first online benefit enrollment / communication system that successfully enrolled 1500 Associates in 6 weeks.
- Served as the HIPAA Privacy Officer; spearheaded HIPAA compliance including policy, privacy notice, and training prior to the national deadline.
- Researched, analyzed and developed alternative benefit solutions for the Benefits Committee; replaced six benefit offerings over a 1 year period that increased market competitiveness and reduced net premium cost.
- Integral in all acquisitions and executive compensation decisions regarding compression, retention agreements and change of control agreements.

**PRIMEDIA BUSINESS MAGAZINES AND MEDIA, Overland Park, KS** **1998-2001**  
*Vice President, Human Resources for business-to-business publishing and trade show division of New York-based Primedia with \$400 million in annual sales, 24 locations, and 1600 employees.*

**J.M. HUBER CORPORATION** **1994-1998**

*Privately-held natural resources Company with \$1.5 billion annual sales and 7,000 employees.*

**Vice President, Human Resources - Oil & Gas Division,** Houston, Texas (1997-1998)

**Human Resource Director- Overseas Operations,** East Kilbride, Scotland (1996-1997)

**Human Resource Director / Compensation & Benefit Manager,** Huntsville, AL (1994-1996)

**HALLMARK CARDS, INC., Kansas City, MO** **1992-1994**

*Senior Compensation Analyst and International Human Resource Representative for privately-held personal expression company with \$3.5 billion annual sales and 20,000 employees.*

**UNITED STATES ARMY** **1986-1992**

*Attained final rank of Captain and helicopter pilot. Successfully deployed combat-ready flight platoon to Operation Desert Storm earning Bronze Star and Air Medal.*

**EDUCATION**

**Masters, Systems Management,** University of Southern California, Los Angeles, CA.

**BBA, Marketing,** George Washington University, Washington, D.C.

**Forbes Human Resources Council,** Official Member  
**Society For Human Resource Management (SHRM),** National Member