



## **DONNA M. HAMLIN, Ph.D.**

3 Oakvale Avenue Berkeley, CA 94705 1-510-647-5089 (wk) 510-517-7791 (cell)  
donna.hamlin@intrabond.com

### **SUMMARY AND OBJECTIVE**

Corporate executive with strong track record of strategy, change management, performance improvement and human performance management for Fortune 500 global companies and start-up operations. Experience includes strategic planning, organization development, executive and management development, marketing, corporate and brand positioning, and restructuring. Achievements include creating and growing a successful start-up business, large scale restructuring, design and launch of new executive development programs, and in-depth marketing experience with high technology companies. Core competencies include: strategic thinking, listening, imagination and coaching.

Seeks opportunity to deliver strategic results with a seasoned executive team dedicated to high performance in reaching critical goals.

### **PROFESSIONAL EXPERIENCE**

---

#### **INTRABOND CAPITAL U.S., INC.**

**2010-Present**

##### **CEO/Founder**

Founder of this board governance strategy firm. Global controversy in the failings of corporate governance called for creative solutions, particularly for multi-national companies operating within differing regulatory statutes and governance codes. Took the lead to introduce a fresh approach to corporate governance strategy and best practices leadership. Accomplishments:

- Sold contracts to the Chinese and Malaysian governments for governance reform, using Intrabond tools, education and certification and board development programs.
- Developed and secured patents on proprietary assessment tools to track global corporate and board performance.
- Gained certification and endorsement by the United Nations for the program offering worldwide.
- Opened a China center for Corporate Global Governance in Shanghai.
- Secured client companies in Europe, US, Viet Nam, China, Hong Kong and Malaysia.
- Cited as industry expert by Fortune Magazine in article published 1/2013.
- Assessed, qualified and certified more than 4000 corporate board directors globally.
- In the process of a sale/transition of the company.

#### **HAMLIN HARKINS, LTD.**

**1982- Present**

##### **Founder/Board Chair**

Assist clients in development and evolution of internal HR programs, including employee communications, strategy, succession planning and executive and professional development. Clients include JP Morgan/Chase, VISA, HEB Grocery, Kinko's, KnowledgePool, Kripy Kreme and Trimble Navigation. Coordinated all internal employee communications programs for three corporate mergers, including Ayst Technologies, Teradata and Philips Corporation. Responsible for rearchitecture of the redesign of the internal corporate "employee"

brand for each business integration effort. Facilitate corporate planning sessions, design and manage executive coaching and development programs and counsel on HR strategy.

**Trident Microsystems, Ltd.**

**2008-2010**

**Vice President and Section 16 Officer, Global HR and Administration**

Served as global head of human resources and administration for this international technology company with operations in Asia and Europe. Manage all HR areas and all site facilities worldwide. Key successes:

- Recruited completely new global C-suite team in one year;
- Managed HR due diligence and integration plans for two major, multinational acquisitions within 18 months;
- Redesigned executive compensation framework, approved by board compensation committee and implemented in six months.
- Revamped and upgraded full talent development and performance management system;
- Designed and launched new corporate culture brand initiative to better match merger and new vision.

**Asyst Technologies**

**2004-2007**

**Vice President and Section 16 Officer, Chief HR Officer**

Served as head of human resources and organizational development for this international publicly-traded technology company with 90% of operations in Asia. Reported to the CEO and focussed on all strategic aspects of HR, including compensation planning, succession planning, competency and leadership development, restructuring, strategic planning, due diligence and integration and executive coaching. Key accomplishments:

- Reframed HR to business partner model
- Headed HR due diligence and integration for acquisition of joint venture partner, Shinko Electric.
- Created and managed the "New Asyst" change management program, including restructuring, redefining new culture and "employment brand"
- Introduced and launched new professional and management career planning succession program, including all training and coaching support for managers and individual contributors.

**SiteROCK CORPORATION (Emeryville)**

**2000- 2001**

**Senior Vice-President – Human Resources and Change Management**

Serve as officer for company reporting to CEO, accountable for human resources, organizational planning change management for this 24x7 international high technology service company. Responsible for all facets of corporate-wide people resource management, including: strategic planning, staffing, succession planning, corporate culture, employee communications, compensation, benefits, professional development, information systems, communications, and change management. Manage staff of eighteen professionals. Company was acquired.

**ASSOCIATES FIRST CAPITAL CORPORATION (Dallas)**

**1998-1999**

**Senior Vice-President – Strategic Change, Executive Planning and Leadership Development**

Serve as senior executive strategist for this leading global financial services corporation of 36,000 employees. Responsible to counsel top 300 executives world-wide across five lines of business.

Assist in strategic planning, change management, human capital asset management, personal development, internal consulting, acquisition planning, problem-solving, group intervention, and succession planning for CEO through senior vice-presidents. Design and manage programs to support strategic planning, leadership development, executive placement, professional competency assessment and development, career pathing, high-potential grooming, and leadership challenges. Manage a seven professional managers and \$5.7 million budget. Company was acquired by Citigroup.

**TEXACO, INC. (New York)****1996-1998****Vice-President - Human and Organizational Performance**

Filled new position as cross-functional executive responsible to design and deploy strategies and systems to improve individual and team performance within key strategic business units covering 27,000 employees. Managed \$8.9 million budget and 44 professionals responsible for change management and systems intervention consulting across global operations, including: business integration and process improvement, human resource strategic planning, reengineering, competency modeling, succession planning, performance evaluation system redesign, employee communication, global human resource information systems, learning systems executive coaching, and team-based organizational development interventions. Key successes included:

- Designed and implemented a new human resource strategic planning process to link with overall corporate strategic planning process.
- Developed and managed an internal transformation team of internal consultants to partner with business unit managers to implement 16 key change initiatives.
- Led the process to reengineer the global HR function, reducing costs by 35%, reducing duplication, and improving alignment to better meet its business needs.
- Crafted and deployed market-based competency standards to improve the efficiency and quality of candidate assessment and selection; linked it to succession planning process to meet staffing needs.
- Developed both customized employee attitude survey to measure and track employee engagement, improving accuracy and value for managers; implemented new 360 feedback process in 16 languages.

**HAMLIN HARKINS, LTD. (San Jose, CA)****1982-2004****CEO**

Founded successful international, 37-person, management consulting firm, serving in the areas of: strategic planning, change management, research, corporate positioning, marketing, and communications. Served as both internal and external resource to developed global client base, including such companies as: Chrysler, General Electric, A.T. Kearney, Dow Chemical, Hitachi, Philips International B.V., Xerox, AT&T, Raychem, Sun and FMC in Europe, Asia, Middle East, and the U.S.

***Strategic Planning and Change Management:***

- Designed and managed major culture change processes for three corporate mergers and a global integration plan for Philips International, BV.
- Facilitated planning retreats for executive teams in more than two dozen companies and a dozen industries, helping to reshape their strategic direction.
- Created a research technique for measuring and tracking employee satisfaction and commitment, receiving for it two outstanding contribution awards from General Electric and the International Communication Association.
- Designed and implemented employee retention programs for General Electric and Westinghouse, improving retention by 20% in the first year.
- Coached senior executives in 20 companies, including: General Electric, Philips, NCR and Sun, helping exercise thought leadership to lead to breakthrough ideas.
- Redesigned employee communication programs for major companies, including General Electric, Philips, Apple Computer, and Sun Microsystems.
- Redesigned human resource function and trained its 60 top HR executives on the design and success metrics that met a strategic shift for Telia Swedish Telecom.

**HAMLIN****Page 4*****Marketing and Corporate Positioning***

- Repositioned corporate image for Chrysler Corporation as Iaccoco stepped down by creating a single-minded platform for its advertising and public relations teams to employ which renewed Chrysler's visibility.
- Developed marketing and global positioning plans for new products for Allen-Bradley, Steelcase, Pacific Northwest Bell, Deloitte & Touche and Philips, improving reputation on tracking studies and integrating corporate branding.
- Designed business plans for Silicon Valley clients to expand business into new global technology markets, exceeding sales goals by 10%.
- Designed business plan for credit union to successfully take over competitive market share, achieving five-year growth plan in 18 months.
- Managed marketing communication programs that successfully launched high technology new products for Actel, Philips, and Migration Software.

## **GENERAL ELECTRIC (Connecticut)**

1978-1982

Internal Consultant

Responsible for design and management of site evaluations and strategic planning methods for field organizational culture and communications across 22 operating sites. Won a corporate award for personal contributions to organizational performance.

## **PROFESSIONAL ACTIVITIES**

### **UNIVERSITY OF SAN FRANCISCO**

1983-1996; 2002-2005

### **UNIVERSITY OF DALLAS**

1998-2000

### **CAL STATE EAST BAY**

2012-present

Adjunct Professor

Teach graduate courses in management, strategy, organization development, strategic planning, and research as faculty member and thesis advisor.

### **HARVARD and IESE**

2010-present

Teach board governance training and certification in partnership with both flagship universities.

## **EDUCATION**

PhD	Rensselaer Polytechnic Institute	1982
MS	Rensselaer Polytechnic Institute	1978
BA	Siena College	1976
Study Abroad	University of London	1975

Concentrations: Management, Strategic Planning, Change Management, Psychology, Organizational and Interpersonal Communication, Communication Technology, Research Methods, and Technical Writing. Graduated with honors (GPA 3.9) from each program. Recognized as "outstanding student" for college leadership, scholastic achievement and community service.

**HAMLIN**

**Page 5**

## **ACTIVITIES, AWARDS AND OTHER FACTS**

- Board trustee for San Jose Cleveland Ballet, California State Board of Legal Specialization, United Way, San Jose Stage Company and Girls, Inc.
- Certified for Global Board Governance by Harvard University and for Public and Private Board Directorship by the National Association of Corporate Directors. Board experience includes:  
Advisory board directorships: Paramit Corporation (CA); CoreBrand, Inc. (NY); Lead-Women, SN (Malaysia); San Jose Stage Company (CA) and Themyscira Institute for Integrative Leadership (Netherlands).  
Board directorships: Interhealth USA, Global Governance Community China Center, Intrabond Capital U.S, Inc., Hamlin Harkins, Ltd.
- Served as volunteer consultant in Russia for Center for Citizens Initiative
- Awarded for contribution to organizational achievement by General Electric and the International Communication Association
- Published management and social science articles, including peer-reviewed, published articles, a case in global governance China-US issues, and one honored as top contribution to ICA, and on the subjects of employee satisfaction, organization auditing, goal management, communication patterns, creativity in organizations, and the role of technical communication in industry.
- Adopted three daughters from Russia and Bulgaria.