



Eric Torigian

Eric Torigian is a strategic Global HR Executive who has served as the Chief HR Officer and other leadership roles for large companies like Ford, Pepsi, NBC/Universal and Comcast, Eric is recognized as a leader in the HR community with over 30 years of global experience driving organizational performance through strategic HR leadership and strong business partner relationships. Eric's passions include coaching individuals to leverage their strengths and aligning them with strategic opportunities to make an impact on the business. Below is more about Eric's work history:

- Global CHRO for a large (\$35B in assets/75+ sub-sectors) Private Equity portfolio company.
 - Stabilize the operations and eliminate the interpersonal conflict across the organization.
 - Prepare the company for a transaction.
 - Recruited, hired, and onboarded a new COO and CFO
 - Rebuilt the HR function around a modern service delivery model.
 - Defined and established a more efficient organizational structure.
 - Scaled the company from 2400 to 8000 employees.
 - Completed a successful transaction.
- Stabilized the manufacturing operations for a Private Equity (\$40B in assets/25 operating companies) portfolio company.
 - Modernized and reimplemented a quality operating system including training 14 manufacturing sites.
 - Delivered 6% cost savings (\$6M)
 - Drove a 51% Employee Engagement improvement.
 - KPI Improvement in Safety (35%), Quality (4%), Delivery (9%), and Costs (10%)
- Led HR during a \$1.2B Reorganization for a Japanese Private Equity backed automotive supplier.
 - Identified and delivered Total SGA spend reduction from \$48.6M to \$15M over a 3-year period.
 - Led the manufacturing footprint rationalization in North America
 - Closure of 2 manufacturing sites
 - Consolidation of the remaining 2 sites
 - A personnel reduction from 191 to 93, with no third-party actions.
 - Implemented a lean operating system with \$3-4M in cost reductions.
- Engaged by a Debtor in Possession as CHRO to lead the people workstreams for a bankruptcy shutdown.
 - Consolidated US manufacturing centers into one plant and closed 2.
 - Implemented a personnel reduction from 200 to 63.
 - Divested profitable operating unit and successfully separated post sale.

Work Examples:

- Solid HR Track record including Senior roles with Private Equity backed firms.
- Led the people agenda for a \$1.2 Billion turn around plan, including a succession planning and organization by design.
- Coached and mentored multiple HR leaders into CHRO roles.