



Norris Powell

Global HR & Strategic Human Capital Management Leader



Norris Powell is a seasoned HR executive with over 25 years of global experience driving business success through strategic human capital management. With a proven track record across diverse industries, including Aerospace, Technology, Power Generation, Oil & Gas, and Consumer Commodities, Norris has held key leadership roles, most recently serving as SVP and CHRO at Semtech Corporation. His expertise in aligning HR strategies with business objectives, leading M&A integrations, and transforming HR functions has made him a trusted partner to CEOs and boards alike. Norris is passionate about creating cultures where employees thrive, driving both internal productivity and external growth.

Expertise:

- **Strategic Human Capital Management:** Over 25 years of experience driving business success through human capital strategies across industries like Aerospace, Technology, Power Generation, Oil & Gas, and Consumer Commodities.
- **M&A Integration:** Proven expertise in leading M&A activities from due diligence to successful integration, including major deals at B/E Aerospace and Semtech Corporation.
- **HR Transformation:** Implemented HR transformations, including talent management, organizational restructuring, and global HR strategy alignment with business goals.
- **Leadership Development:** Developed and launched leadership development programs at Syniverse and B/E Aerospace, driving leadership excellence across global operations.
- **Global HR Strategy:** Led global initiatives to align HR with business strategy, focusing on diversity, inclusion, and employee engagement at organizations like Semtech Corporation.

Key Accomplishments:

- **Semtech Corporation:** As SVP & CHRO, led the integration of Sierra Wireless, doubling company revenue and workforce while aligning HR strategy with business objectives.
- **Syniverse Technologies:** As CHRO, launched the company's first Leadership Development Program and oversaw HR transformation initiatives that enhanced global leadership and operational efficiency.
- **B/E Aerospace:** Led HR integrations for major M&A deals and transformed HR operations, improving talent management and boosting employee performance.

Additional Experience:

- Held leadership positions at CSM Bakery Solutions, Acergy (now SubSea7), and Alstom, with responsibilities ranging from corporate HR to managing human resources for joint ventures and publicly traded companies.

Norris is a strategic partner to CEOs and boards, recognized for his ability to align HR initiatives with business strategy and deliver tangible financial results.