

## BIOGRAPHICAL INFORMATION – Roger J. Jones

Roger J. Jones has 42 years of design engineering, management, and human resources experience with Fortune 500 companies and small to medium size organizations. He holds a degree in Mechanical Engineering Design and Drafting Technology from Dunwoody College of Technology.

Jones began a 34 year career with **IBM Rochester** as a mechanical designer. In 1984, he became a **Development Programming Manager**. He joined the IBM **Human Resources Group** in 1992 after a successful hardware and software development tenure. He supported senior executives as an HR generalist responsible for a 1600 employee organization across three geographic sites by:

- Developing strategic HR initiatives for improved employee relations, organizational development, leadership development, compensation and benefit administration, performance management, peer award systems, and recruitment and retention strategies
- Implementing the first online employee job posting program in IBM US
- Developing/facilitating improved online employee/manager/team opinion surveys
- Designing and leading the implementation of a new HR metrics tracking database

In 1999, Roger left IBM to join **Imation Corporation**, in Oakdale Minnesota as the **Technical Resources Manager**, Data Storage and Information Management Division. In that role, he led strategic HR initiatives for an R&D organization of 250 employees which reduced labor costs, increased individual and group performance and productivity and reduced employee turnover. He also established programs to improve recruitment, selection, retention, and performance management.

Jones then became **Midwest Campus HR Director** for **Celestica Corporation**, the third largest electronic manufacturing services company in the world. His responsibilities included overseeing the HR operations for an 1800 employee organization across three sites. He partnered with the VP/General Manager, campus staff and corporate executives to develop and successfully implement critical, strategic HR initiatives across the Midwest Campus and the Celestica Americas organization. His notable accomplishments included:

- Developing and deploying leadership training programs that resulted in upgraded management skills for team leaders through senior executives.
- Managing a major reorganization and several reductions-in-force while maintaining production levels and quality.
- Managing the closing of a 550 employee manufacturing operation and transition to overseas sites, maintaining high levels of employee retention.

Upon closure of the Celestica plant, Jones joined **Lee Hecht Harrison**, one of the largest and most respected firms in the human resource services industry in 2003. He established the Lee Hecht Harrison office in Rochester, providing human resources consulting, auditing, training, and outplacement services.

In 2005, he founded **Human Resource Management Services**, an independent consulting service. He provided cost effective, tailored/personalized human resource services to small and medium size organizations that included:

- Review of human resource policies and practices and development of new programs to help client organizations achieve higher levels of individual and organizational performance
- Collaboration with clients to analyze and redesign their HR departments for greater effectiveness and customer satisfaction
- Training and development for hundreds of employees and leaders in organizations ranging from small non-profits to medium size multi-site manufacturing firms to local and state service organizations
- HR policy and employee handbook development
- Performance management systems tailored to client needs

Jones is the past **President of the Rochester Human Resources Association** (RHRA), serves on the board of Hiawatha Homes, Inc. and is certified by the Society of Human Resources Management (SHRM) as a **Professional in Human Resources (PHR)**.