

Joon-Ki, Han

EXECUTIVE SUMMARY OF QUALIFICATIONS

- **Highly achieved and people-oriented HR professional with exceptional HR business & management skills and extensive backgrounds in several global top-tier multinational enterprises as well as local major universities.**
 - HR Strategic Planning and best practices delivery balancing global perspectives and local executions
 - Newly Setting up & re-shaping HR function · system · programs
 - Career Guidance Program (Career Coaching Counselling) for young generation
 - Job English: Resume writing and Interview (Korean/English)
 - Business presentation and communication
 - Leadership Coaching and other management skills programs
 - Leading Change & Managing Organization climate (esp. in Matrix org. M&A context and org re-shape): Post M&A follow up-Org Integration in system and culture
 - HR Business partnering
 - Talent acquisition with hiring process improvement
 - Talent acquisition and management: Talent Assessment and Development
 - Effective labor issues Management including org. restructuring and dispute handling& mediation
 - Performance Management
- **Outstanding lecturer, professor, facilitator and people development programs designer in business organization and universities: Adjunct Professor** in KYUNGHEE UNIVERSITY for 6 semesters: **Adjunct Professor** in SUNGKYUNKWAN UNIVERSITY Global MBA school and others
- **Competitive and comprehensive general People Management · Org Development experiences;** highly adaptable professional in diverse/complex cultures (e.g. M&A companies, matrix organizations, new and emerging organization.)
- **An extraordinary front-line focused Chief People Officer with ‘Real Hands-on experiences’**
- **An effective Self-Learner & Motivator** who always represent a ‘never ending journey’ and new challenge in pursuit of ‘an even higher standard’ with a high level of resilience

PROFESSIONAL CAREER EXPERIENCES in Business Organizations

- **Professor of Institute of Global Management/ Independent HR Business Consultant,**

April 2018 ~ November 2020.

- Work independently as well as in partnership with a few local and multinational HR firms to provide professional business consulting service with clients (e.g. local organizations, start-up company and multinational firms) on People & Organization development, HR system and process design, Employee Relationship issue handling and other business/org-related stuffs
- Write/contribute business management columns to HR magazine and economy newspaper
- Serve as a mentor professor for SOOKMYUNG Women's University and KOSAF (Korea Students Aid Foundation) and worked as an adjunct professor for KYUNGHEE University

- **Cigna/Cigna Korea(LINA)**, a leading multinational insurance and health service leader(a Fortune 100 company based in Connecticut, USA), May 2014 ~ March 31, 2018

HR Vice President for Korea, the biggest Sub in the International Market (*Full time employees: 700 ~, contractors 150 ~, independent business or: telemarketers 4,200 ~*)

- In charge of the entire HR function and manage General Affairs+ Procurement team
- Re-set up the whole HR function based on each individual's competencies analysis linking the reshuffle with global HR strategy and local business strategy and key agenda
- Supported Korea business success through our HR road map and key milestones in a close partnership with the local and international business key stakeholders
- Effectively handled and closed several times org changes& restructurings
- Rolled out and facilitated a new performance management process, "Connect for Growth"
- Led a series of massive volume of recruiting including internal conversion of contractors · dispatched: 300 employees in 2.5 years
- Designed and conducted a special Employee Engagement and Loyalty enhancement project with a tailor-made local engagement survey
- Initiated 'Transformation Project' focusing self-governance, independent P&L management and culture change with 'smart office' & 'a new way of working'

- **Microsoft Korea Corp.** Sept. 2011 ~ May 2014

HR Director& Country HR Business Partner for Korea Subsidiary (*Full time employees: 600+, Contractors: 200+*)

- In charge of the entire HR function
- Managed non-regular employees hiring, contract extension and employment status conversion
- Enabled Korea business success through a well- structured HR system and programs closely working with the Korea country manager as a HR business partner& Trusted

Advisor

- Ensured our operation excellence are being delivered through the Corp's annual ROB (Rhythm of Business) agenda
- Designed and delivered Talent Development Programs
- Designed and led internal& external talent mapping project
- Supported the local Executive Leadership Team's development including new function leaders' on-boarding program as an internal coach and advisor
- Smoothly managed continuously happening org. changes and restructurings(lay-off) and mediated employee related conflicts with a series of change management agenda without any noises (known as an effective corporate hatch-man in the market)
- Led and facilitated 'New HR Operating Model' and 'Global HR Transformation' Project

- **eBay Korea Inc.**, June. 2009 ~Sept. 2011

HR Director & Country HR Business Partner for two legal entities- eBay Auction and eBay Gmarket (*Full time employees: 1,000 ~+ / Contractors& dispatched ~1,000+*)

- In charge of the integrated HR function for eBay Auction as well as eBay Gmarket- was the 1st integrated HR Director for the two legal entities in Korea.
- Fully responsible for and smoothly and successfully led/facilitated the Post-integration agenda of Korea and transformation programs
- Incorporated eBay Gmarket's total compensation scheme (major HR system) into eBay global system including new job grade system followed by proactive and face to face communication activities
- Managed non-regular employees contract extension and employment status change/conversion
- Designed and delivered essential trainings timely for an effective cultural integration: HR info day (including eBay value and behavior training), On line Compliance training
- Integrated the two HR teams as one team in a structured way: through internal HR survey and in-depth one on one interview
- Formed and operated the Gmarket Employee Management Committee to enhance communication effectiveness and awareness of the company's openness and transparency
- Increased the power of alignment of employees and help them get used to the new corporate culture though diverse formal/informal communication activities
- Led the GHRT-Global HR Transformation-project: rolled out HR Business Partnering, Center of Excellence and HR Shared Service model locally with a global alignment

- **BDF-Beiersdorf group** (International Leading Beauty& Skincare Company, based in Hamburg/Germany: NIVEA, Atrix, Eucerin,la prairie, etc.), Sep.2005 ~ June 2009

- **HR Director, BDF(NIVEA) Korea**, Feb. 2009 ~ June 2009 (Seoul Korea)

- Designed and executed major HR agenda followed by diverse communication activities: Job evaluation project, policies update, Employer's Value Proposition project, Recognition & Reward program, Employee survey results action plan working out& execution, Performance Management, ER management, and Local talent development center(assess-challenge-support), Upgrading HR Road Map for the next 5 years
- Rolled out commercial-sales and marketing- training as a designer and trainer
- Transferred knowledge and input my perspectives in business planning process and solution build re. commercial project as a project manager
- **Global Organizational Development Director, Global Head office Center of Excellence, Jan.2008 ~ Feb.2009 (Hamburg Germany)**
 - In charge of talent development and management globally with a tailor-made internal Assessment and Development Center.
 - Managed ~30 local countries across the globe focusing on talent development, performance management and HR data management
 - Facilitated and updated "Performance Review/Talent Review" process with 'consistency' and 'high quality'
 - Led a couple of global HR project: Performance and Talent Review process and Employer branding project
- **HR Director, BDF(NIVEA) Korea, Sep.2005 ~ Dec.2007(Seoul Korea)**
 - Newly established an independent HR function
 - Designed New HR Dash-Board (NIVEA's HR road map) and leading the whole following project/process
 - Developed 'NIVEA Korea Business School' and deliver the programs making sure the needs and effectiveness through 'transferring learning lesson to daily job' process
 - Designed major management skills programs and delivered (facilitated) them to employees
 - Re-structured reward system ensuring that all internal compensation decisions are justifiable and fair
 - Created /launched a new performance and talent review process including succession planning
 - Initiated and led Employee Relationship management activities: formal/informal open-discussion, one on one meeting with talent group, regularly gathered ER issues and come up with solutions
 - Led "Multiply Talent Effectiveness" project for Attracting and Retaining Talent
 - Played an acting Asian HR Coordinator and Project Leader on behalf of BDF Headquarter
 - Delivered some Korea business success story as a key note speaker in 2006 Global HR Conference and 2007 Asia HR Campus Day of BDF group

● **DIAGEO Korea**, the world No.1 premium drinking company, HQ based in London, UK, **People& Organization Development Manager, August 2003 ~ August 2005**

- Rolled out and embedded Organization&People strategy without any cultural conflict
- Rolled-out, facilitated, and embedded 'The DIAGEO Way of Building Talent' (DWBT)
- Developed and launched new learning& development calendar (long-term range, annual plan)
- Initiated Change Management Programs
- In charge of internal/external communication especially around 'sensitive ER (Labor Union)' issue and Corporate Citizenship (i.e. 'Employer of Choice')
- Mediated(untangled) critical ER issue through direct dialogues and alternative solution suggestion partnering with labor union
- Designed and worked out a special 'Employee Relationship Report' regularly based on in-depth one on one meeting with key men and field visit across the country which accelerated the company's new change management; provide strategic advice regarding Employee(Labor Union) Management

● **British American Tobacco Korea Ltd.(BAT Korea),
Training &Development Manager, November 2001 ~August 2003**

- Worked out HR system; HR system for People Retention, Policy of BAT Korea, especially focus on CDP, Korean title and promotion, Training policy and Total compensation& benefit system, New performance appraisal system, etc.
- Took leadership of culture changes cascading down Winning Culture of BAT and provided Organizational Development Support
- Designed and Established the New Training& Development System for BAT Korea that increased employee satisfaction level drastically against 'the past'
- Successfully performed needs analysis, programs design, and implementation
- Ensured that newly learned skills are consistently applied into job (Transfer of learning process)
- Conducted/managed new recruitment process: Internal Assessment Center
- Successfully established an effective communication channel with employees through 'Management by Walking Around'
- Actively engaged in as a project leadership team to open the factory in Korea
- Developed and run 'Cell Coordinator' project: Project to develop supervisors of Product line at the Factory
- Led 'Project Office' project to standardize internal project management process

- **PIZZA HUT KOREA**, Tricon International Restaurant Group
2000 ~ 2001, Training Manager
 - Cascaded down organizational culture 'HWWT'(How We Work Together) to employees
 - Fully charged of corporate Learning & Development programs design and delivery for sales force as well as back office staff
 - Managed massive volume of contract-based employees with improved education programs
 - Designed and launched Area Coach College Course with Kyungwon University that enabled to maximize sales managers' hands-on experience in the field
(1st case in Tricon global restaurant group- best practice)
 - Led a couple of HR projects: Internal communication effectiveness, Succession planning
 - Managed and facilitated RGM(Restaurant General Manager) leadership programs
 - Launched PHK University

- **HYUNDAI DEPARTMENT STORE BUSINESS GROUP CO, LTD**

(Department store, Hotel, Travel Agency and Home Shopping industry), 1992 ~ 1999

Trade Center HYUNDAI DEPARTMENT STORE (1997 ~ 1999)

Human Resources Development Section, Assistant Manager (HR generalist)

- Managed all scopes of HR management and HR development programs
- Directly managed sales clerks (non-regular employees) hiring process and on-boarding & customer service training

Human Resources Department/HR Development Team in Head Office (1992 ~ 1997), HR Specialist

- Managed and delivered key HR agenda for HQ employees as well as all field employees
- Directly managed sales clerk at the department stores: recruiting, development and management

CAREER EXPERIENCES in Education Institutes

- **KYUNGHEE UNIVERSITY**, Adjunct Professor, taught students "Job English with career road map development" for 6 semesters, September 2009- December 2012/ March-December 2019.
- **SUNGKYUNKWAN UNIVERSITY Global MBA School**, Adjunct Professor, taught foreign exchange students "HRM and Organizational Behavioral" delivered in English, March 2013- August 2013.
- **SOOKMYUNG WOMEN'S UNIVERSITY**, Mentor Professor, have been mentoring students on "Career Counselling and the top 7 secrets of Job Interview" September 2012 to present

- **KOSAF (KOREA STUDENTS AID FOUNDATION**, run by the Ministry of Education of Korea Government), Mentor, have been mentoring students on “Career Road Map development with Job seeking process”, April 2013 to present

Academic Backgrounds

- **KOREA UNIVERSITY**, Bachelor of Arts in Chinese language & Literature, February 1989, Seoul Korea.
- **AJOU GRADUATE SCHOOL of BUSINESS ADMINISTRATION**, Master of Business Administration (MBA course), February 2000 ~ August 2002, Seoul (Suwon) Korea.
- **HANKUK UNIVERSITY OF FOREIGN STUDY GRADUATE SCHOOL**, Ph. D course, majored in HR Organization, September 2012 ~ February 2021, Seoul Korea

PAPERS and BOOKS published

- **“A Study on MNCs’ Competencies-based Interview And Its New Value Propositions for Attracting Right People”** (2015), *The Journal of Employment and Career*, Vol. 5(2), pp.47-73.
- **“Effects of Networking on Career Success: An Exploratory Study”** (2017), *Global Business Research*, Vol.29(1), pp. 57-82.
- **“The Exploratory Study on the Comparative Analysis of the Historical Development Process on Right People and Characteristics by the Period of LINA Korea”** (2017), *The Korean Academy of Business History*, Vol.32(3), pp. 77-104.
- **“Microsoft in Korea”** (2013), a *Harvard Business School case study (N9-713-522, REV: November 20, 2013)*, by Jordan I. Siegel and Lynn Pyun, published as a global best practice on Diversity & Inclusion, worked as Korea Project Manager.
- *The Whole Life Career Success Project*, (2008), Paju: Kukil.
- *Father’s Career Diary*, (2014), Seoul: Chaikbose.
- *HRM, People is the Key*, (2014), Seoul: Hwangkeumsaja.
- *I fire the Company*, (2015), Seoul: Joonangbooks.

LANGUAGE SKILLS

- **English:** Fluent, can deliver business presentation and lecture without difficulty
- **Korean:** Native
- **Chinese:** Basic- Intermediate (*with a high possibility be upgraded to “advanced level” in 6 months*)

PERSONAL

Married with a boy

Honorably discharged as a 1st Lt. in ROK Army (1989-1992) –Platoon leader/ Personnel Officer

REFERENCE
Available upon request