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Key Skills

Strategic Planning and Leadership...Change and Culture Management...Organization
Development...Executive Compensation...Board of Directors interaction...Executive
Coaching...Staffing...Succession Planning
Compensation & Benefits...Equity Incentives...Performance Management
Communications...Retention...Development...Conflict Resolution

Performance Profile

- **Strategic Business Partner.** Partner with leadership to increase managerial and organizational capability. Effective at strategic and tactical levels. Develop innovative HR programs reinforcing and growing quality company culture.
- **Technical HR Expertise.** Comprehensive knowledge and hands on experience implementing best practice HR strategies supporting rapid change, high growth, and high performing teams and organizations. Establish “best place to work” practices to recruit, develop and retain top talent.
- **Business Value Add.** Prior senior line management experience leverages ability to quickly understand business objectives and HR initiatives required to maximize results. Impact the success of the business outside functional role and establish HR as a key driver of company success.
- **Inter-Personal Skills.** Interface effectively with executives, management, employees, HR team building a productive relationship and team. Create a strong sense of trust and confidentiality at all levels supporting confidence and respect. Action oriented and solutions focused.
- **Communication Ability.** Effectively communicate internally and externally (verbal and written) at all levels. Strong presentation, listening and influencing skills. Ability to assimilate facts in complex situations, develop alternatives and implement effective solutions.
- **HR Team Building.** Demonstrated success in building and developing “world class” Human Resource teams with both technical discipline skills and business partner abilities to serve as strategic assets to business units.