

**Carlos Raldiris**  
Human Resources  
Leader and Consultant



"Helping organizations achieve their most meaningful goals through people"

### Gallup CliftonStrengths

**Strategic** – Given any scenario quickly spots the relevant patterns and issues.

**Learner** – Great desire to learn and continuously improve.

**Achiever** – Works hard and takes satisfaction in being productive.

**Responsibility** – Takes ownership and is committed to values such as honesty and loyalty.

**Significance** – Driven to make a big impact.

"Carlos and his team helped to improve our performance as a company."

- Stephen Mooney,  
President and CEO,  
Conifer Health Solutions

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### Value Proposition

Human Resources leader and consultant with extensive experience and accomplishment in organizational development, talent management, and learning and development. Successful in designing and implementing best in class people, process and technology strategies across a wide variety of industries. Increases productivity, quality, and individual and team performance while reducing cost and maximizing value. Recognized as a strong people leader, innovative problem solver, tenacious project manager and an intelligent and insightful coach.

### Target Industries / Target Roles

Open to all industries requiring a leader who can create and implement people centered programs that promote performance, growth or transformation.

VP, Organizational Development | VP, Talent Management  
VP, Learning and Development | Chief Learning Officer

### Areas of Expertise

- **OD Specialties:** Organizational Effectiveness Assessment | Organization and Culture Design | Job Design | Behavioral Assessment | Employee Engagement | Rewards and Recognition
- **TM Specialties:** Competency Development | Talent Assessment | Leadership Development | Coaching | Mentoring | Succession Planning
- **L&D Specialties:** Instructional Systems Design | Instructor Led Training | E-Learning | Microlearning | LMS Administration | Knowledge Management | Certification Design | Learning Assessment

### Professional Highlights

- Drove creation of the award winning Conifer University, delivering an average of 300,000 hours of people development annually
- Led change management plan to integrate, train and equip 4,000+ team members in support of \$5B multi-year service contract
- Designed and implemented global technician scheduling function including organization structure, policies and technology to capture \$50MM in annual revenue
- Led multinational team of 40 in project to develop and implement HR systems, establish a service center and outsource HR transactional activity saving \$28MM in costs annually
- Co-developed, administered and delivered Sales and Marketing Academy for 250 senior leaders; developed next generation sales growth oriented classes

### Experience

- **Independent Consulting** (2019-Present) Sr. Principal Consultant
- **Conifer Health Solutions** (2013-2019) VP, Organization Design and Effectiveness
- **CannonPoint Consulting** (2010-2013) Principal
- **Furmanite Corporation** (2008-2010) VP, Human Resources
- **Cadbury Schweppes** (1998-2008) VP, Human Resources | VP, Change Integration | Managing Director, Human Resources | Organization Development Manager | HR Business Partner

### Education

- M.A., Organizational Psychology, Teachers College, Columbia University
- B.Sc., Criminal Justice, John Jay College, City University of New York
- Certified Coach
- Advanced Training: Agile, Leadership, Lean Six Sigma, Organization Design