

# James D. Ranton

*30+ years of Human Resources Leadership*



James is a results-driven advisor with a successful career improving sales and profit performance for leading companies in Financial Services and other diverse industries. He is recognized for his ability to partner with the CxO's and others in the executive team to reorganize and align people to better support major growth initiatives, and develop a high performance, metrics-based system and culture.

James earned his MS from Krannert Graduate School of Management, at Purdue University, and his MBA from the International Management Center in France.

## Highlights

- Designed and implemented a performance planning process that focused on aligning company, functional and individual objectives that contributed to the organization surpassing its operating income target in each year from 2015-2018.
- Established the strategy and processes to aggressively grow the workforce organically by nearly 300% in anticipation of business growth. Transaction volume grew by over 1500% in four years.
- Provided leadership in clarifying the transition to a more inclusive and performance-oriented culture. The focus on guest service led to the New York Racing Association (NYRA) being awarded the "Sports Event of the Year" for the 2015 Belmont Stakes.
- Implemented a labor relations strategy that led to the successful negotiations of seventeen labor agreements and annual cost savings more than \$1M.
- Implemented executive assessment, development and succession programs to improve leadership performance. Pre-tax operating income grew 14% to \$1.0B from 2005 to 2007.
- Provide leadership in the transition to PeopleSoft and other HRIS systems.

## Professional Experience

**New York Racing Association:** Sr. Vice President & Chief Human Resources Officer

**Surescripts:** Sr. Vice President & Chief People Officer

**Guardian Life Insurance Company:** Sr. Vice President, Human Resources

**Citigroup:** Sr. Human Resources Officer, Consumer Assets Division

**Citizens Utilities:** Vice President, Human Resources

**Carrier Corporation:** Director, Compensation & Benefits

**PepsiCo:** Various roles of increasing responsibility across three divisions

## Expertise

- HR Strategy
- Culture Transformation
- Change Management
- Acquisition Integration
- Talent Management
- Organization Effectiveness
- Compensation & Benefits
- Management Training
- Process Improvement
- Turnarounds
- Compensation & Benefits
- Labor Relations
- HR Systems