

Pascal ORLIAC
Durham, NH

603-781-4947
porliac@gmail.com
www.linkedin.com/in/pascalorliac

ENTREPRENEUR | GLOBAL HR EXECUTIVE LECTURER | ADVISOR

Entrepreneur and Global Business Executive with broad experience in People strategies and HR management. Genuine interest in all aspects of business and personal development, acting as adviser, coach and mentor of leaders and employees. Agile and passionate learner, sharing experience, providing guidance and support for successful outcome of students.

DEMONSTRATED COMPETENCIES

- Trained Lean culture leader for continuous improvement of business processes effectiveness
- Communication skills: experience in Marketing communications; multiple speaking engagements
- Strategic partner of CEO and business leaders with a customer focus, solid business acumen and the ability to translate strategic objectives into effective organizational plans and practices.

PROFESSIONAL EXPERIENCE

CARE2CARE | Medical Travel

Co-founder, Executive VP of US Operations

2017 – Present

Offering access for all US patients to the world's top ranked healthcare system at an affordable cost.

Medical travel is a disruptive component of any benefits strategies providing immediate cost savings to employers and individuals alike with the highest quality outcomes.

PETER T. PAUL COLLEGE OF BUSINESS & ECONOMICS, UNIVERSITY of NEW HAMPSHIRE

Lecturer, Department of Management

2015 - Present

- Teaching undergraduate classes of Organizational Behaviors
- Design and teaching of undergraduate classes of HR Management
- Extensive use of technology based learning platforms (Canvas)
- Moderator of Leadership Executive Development sessions

PRAGMATIC CONSULTING Inc., NH (USA)

Chief HR Officer | Member of Board of Advisor

2014 - Present

Full service management and technical consulting firm, committed to help midsize and small organizations achieve their objective of optimal organizational excellence.

- Developed business in Export/Import services and Leadership development
- Designed and developed HR Leadership practice and Part-time CHRO services

GOSS INTERNATIONAL CORPORATION, Durham, NH (USA)

\$1b world leading supplier of web offset presses and finishing equipment for commercial, newspaper and packaging printing companies. 1,700 employees globally in 9 countries on 3 continents; global HR staff of 25.

Vice President Global Human Resources, Durham, NH

2006 – 2014

Reporting to CEO, accountable for global HR strategies, policies and programs including talent management, performance and succession management, global compensation, labor relations, leadership and organizational development.

- Functioned as core member of senior leadership team providing input to the business strategy and defining people related operational objectives for each business or corporate units in coordination with business leaders.
- Influenced the organization design and development of newly created EMEA region. Executed implementation on the ground as part of strategic transformation of business model.
- Developed global compensation analysis and planning process, performance based salary reviews, management and sales incentive programs, and long term incentive plans.
- Designed and implemented strategic talent planning in collaboration with business and operational leaders.
- Developed succession planning and management process; created competency model; designed and globally deployed company-wide personal performance review process.
- Initiated leadership development plans based on assessment of mission critical competencies and designed around short to medium term in-place assignments.
- Provided leadership and mentoring to HR Shared Services and to HR Business Partners globally.

Director Human Resources (France)

2000 – 2006

Member of Executive Committee; staff of 12. Reporting to President, responsible for HR activities and focus on union relations, compliance and organizational development.

HEIDELBERG WEB SYSTEMS (France)

Web press division of Euros 5B world leading provider of industrial printing solutions.

Director Marketing Services Europe

1997 – 2000

Maintained full responsibility for design and development of product communication strategy and marketing plans with strong focus on managing company's participation at major international trade shows to support introduction of new products in Europe.

OTHER SIGNIFICANT EXPERIENCE

Manager Technical Publications

Manager Customer Service

Founding Partner and Marketing Director of two start-up companies

Manager IT and Organization

Quality Cost Controller

EDUCATION & LANGUAGES

MBA, HEC Paris (#1 Business School in Europe), concentration in Entrepreneurship

Bachelor in Management Sciences, Paris Dauphine University, Marketing and Finance

Languages: French, mother tongue – English, fluent – Spanish and German, basic

PROFESSIONAL DEVELOPMENT

Dale Carnegie Institute – Communication techniques and Public speaking

Korn Ferry – Leadership Architect 101

UNH Paul College (EDP) - Managing Yourself Leading Others

UNH Paul College (EDP) – Be a Catalyst for Innovation

UNH – Fundamental of Online Instruction