



infinite CXO
EMPOWERING HIDDEN POTENTIAL

Fractional CHRO: Technology Business

CHALLENGE

When a Fortune 300 company brought on a new CEO there was a need for a complete overhaul of the corporation's Labor Model. The bloated legacy structure including the organization design, compensation structure and span of control did not represent the tenets of a high growth, high technology enterprise. The company had previously gone through a complete redesign of sales, engineering and manufacturing without a corresponding realignment of the global labor architecture. A comprehensive talent assessment was also required

APPROACH

Chris Wallace, a senior executive with a proven track record in strategy, operations, and financial planning was selected to spearhead the redesign of the organizational architecture. While it was clear that significant restructuring was required but a major cultural change was needed as well. This cultural transformation included the International subsidiaries who were steeped in traditional hierarchies and labor laws that needed addressing. Chris began by conducting a thorough assessment of expenses and established the targeted end state in order to drive the organization forward. No area was considered untouchable which allowed for flexibility and creativity in the redesign of a stoic legacy infrastructure.

RESULTS

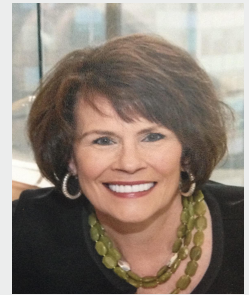
By the time this 9-month initiative wrapped up -

- New 401k programs and pension expense was reduced by \$300M
- International subsidiary benefit expense reduction of \$50M/year
- Span of control realignment resulted in \$30M/year savings
- Restructured the HR organization into a Shared Service Model

CLIENT TESTIMONIAL

When the new CEO took the helm at NCR Corporation it was clear that the labor model reflected their legacy instead of a high growth technology company poised to compete in the high technology solution space. The immediate and strong EPS improvement is a testament to the value that a fractional CHRO could bring to your organization. Chris Wallace, an Infinite CXO on-demand executive brings a powerful suite of skills and experience to our solution offerings. - Eric Berg, CEO, Board Member and former NCR CAO

FEATURED EXECUTIVE



Chris Wallace
Founder, CEO, CHRO

The reputation and legacy of this Dow Jones listed high-tech company continues to endure.

Without the evolution of the company's organization and corresponding economic model improvements the company may not have continued its heralded position in the Fortune 500