

# Connecting Human Resources to the Board

CTPartners' 1st Annual Board of Directors Institute on Human Resources

## **DENNIS DONOVAN | Senior Advisor, Cerberus Operations and Advisory Company, LLC**

Throughout his career, Dennis Donovan has served in key leadership roles for numerous global business transformations. He has designed and executed a fully integrated, large scale change process to enhance organizational effectiveness and drive competitive advantage in major corporations. Dennis also created HR Solutions, a consulting initiative to leverage HR as a channel to market with customers, partners and suppliers. His innovation in leadership, talent management and human resources has been widely recognized.

Dennis is currently a Senior Advisor at Cerberus Operations and Advisory Company, LLC, an affiliate of Cerberus Capital Management, L.P. ('Cerberus') engaged in supporting due diligence, portfolio management and monetization activities. He was previously a Senior Executive and Director of the Company. Dennis joined the firm as Chief Human Resource Officer.

Cerberus and its affiliates are one of the world's leading private investment firms with approximately \$24 billion under management in funds and accounts. The firm is headquartered in New York City with affiliate and/or advisory offices in Chicago, Los Angeles, London, Baarn, Frankfurt, Dubai, Beijing, Tokyo and Taipei. Cerberus affiliates hold controlling or significant minority interests in more than 40 companies around the world in the following sectors: Aerospace & Defense; Commercial Services & Real Estate; Healthcare; Software & IT Services; Media & Entertainment; Consumer, Retail & Apparel; Industrial & Automotive; Transportation & Leasing; Building Products & Manufacturing; Financial Services; Paper, Packaging & Printing; and, Travel & Leisure.

Dennis previously served as Executive Vice President, Human Resources at The Home Depot, a \$90B company. His responsibilities covered all aspects of human resource management for the company's 380,000 associates, as well as public relations, communications, and external affairs. Previously, Dennis was Senior Vice President, Human Resources at Raytheon Company where he was responsible for worldwide human resources management for the company's diversified businesses engaged in engineering and construction; commercial and special mission aircraft; and, commercial, government and defense electronics.

He was also Vice President, Human Resources for the Power Systems business at General Electric Company. Dennis joined GE on the Corporate Human Resources Leadership Program. During his tenure, he worked with a number of GE's business units, including Plastics, Defense Systems and Transformer. He was also assigned to the Corporate Human Resources staff as a consultant for the consumer products sector, which included housewares, major appliance, lighting and consumer electronics. Later, Dennis became manager, Human Resources for the Turbine Business Group. He was subsequently promoted to lead Human Resources for GE Power Generation and was later appointed to the top Human Resources position for GE Industrial and Power Systems.

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## DENNIS DONOVAN | CONTINUED

Dennis is a Managing Director and a member of the Compensation Committee of the Traxis Group, B.V. and served on the Board of Directors and Compensation Committees of NABI-Optima Holdings, Inc., School Bus Holdings, Inc., and Traxis Financial Group, Inc. These companies are involved in the design, production, financing and sale of school buses and transit vehicles. He also served as an advisor to the Board of Directors and Compensation Committees of FLP2 Limited, a U.K. home improvement retailer; GMI Holding Corporation, a leading fabric supplier; Tower Automotive, LLC, an integrated global manufacturer of engineered structural components and assemblies; and, Freedom Group, Inc., engaged in the manufacturing and marketing of sporting goods products.

Dennis was a member of the Industrial Relations Committee of the U.S. Council for International Business, the board of advisors for the Employment Policy Foundation and the Human Resource Institute, the board of directors for Jobs for America's Graduates, Inc. (JAG), and the board of advisors of the Center for Advanced Human Resources Studies, where he chaired the International Committee. He was a member of the board of advisors for the HR Policy Association and the National Employability Partnership. Dennis also held membership in the Cowdrick Group, HR50, the Human Resources Roundtable Group, the Human Resources Policy Institute and the Personnel Roundtable. In addition, he was a member of the Human Resources Executive Council of the National Retail Federation and a member of the People Leaders Council of the Retail Industry Leaders Association. Dennis was appointed by the U.S. Secretary of Veterans Affairs to serve on the Advisory Committee on Operation Iraqi Freedom/Operation Enduring Freedom for Veterans and Families.

In recognition of his achievements and contributions to the profession, Dennis was elected as a Fellow in the National Academy of Human Resources, an honor considered the most prestigious in the field of human resources. He currently serves on the Academy's board of directors. Dennis was also named HR Executive of the Year by the Human Resource Executive Magazine.

Dennis is a frequent guest lecturer at universities, corporations, government agencies and professional associations. He addressed the inaugural meeting of the U.S. Government's Chief Human Capital Officers at the White House and has testified before the U.S. Senate and U.S. House of Representatives. His work has been featured in numerous publications including: Harvard Business Review, Human Resource Executive, Workforce Management, Chief Executive, Strategy + Business, The Wall Street Journal and The New York Times.

Dennis holds a bachelor's degree in industrial relations and a master's degree in business administration from the University of Massachusetts. He also earned a Juris Doctor degree from Western New England College School of Law.