

## DAVID STAFFORD

### SUMMARY

My mission is to help businesses and organizations succeed and build a better world by leveraging my many skills developed over a successful career. Former Chief Human Resource Officer & Chief Technology Officer with a demonstrated ability to set vision and strategy, empower and inspire organizations to deliver performance, lead transformation that improves business results, and drive customer focused innovation through engaged employees. Experience building high performance work cultures focused on innovation, empowerment and customer satisfaction. Broad international management experience working in France and leading global teams.

### SKILLS

Leadership & communication skills	Product development
Human resources leadership	Vision & strategy development
Innovation leadership	International leadership experience
Customer focused employee engagement	Board leadership

### EXPERIENCE

#### CONFERENCE BOARD

**Program Director – CHRO Councils** 06/2022 to 03/2024

Developed and delivered program content to 150 CHRO members leveraging HR experts. Two in-person meetings and one virtual meeting each year.

Held monthly “hot topic” virtual meetings with CHRO members to facilitate networking and sharing of HR practices.

#### MICHELIN NORTH AMERICA

**Chief Human Resource Officer - Exec VP** 07/2013 to 12/2021

Managed and led HR for Canada, US and Mexico with a focus on improving business results through cost management and improved employee engagement.

Dramatically improved Michelin's employer brand attractiveness, reaching #1 on the Forbes 2018 Best Employer list, receiving the Great Places to Work 2017 designation and significantly improving Glassdoor rating.

Held healthcare and fringe cost spending flat from 2013 to 2017 which has netted a cost savings of

100M\$, while delivering top quartile, innovative approaches to employee health and well-being.

Delivered healthcare exchanges to retirees netting a 300M\$ positive contribution.

Improved the customer and employee centric culture, improving employee engagement for four consecutive years, leading global program to boost innovation culture and capability, and driving efforts to improve performance and

customer focus through empowerment.

Developed and deployed a People Transformation program to support organizational and people empowerment, and boost customer focus, using digital technology and new roles within the HR team. This approach included an innovative program to foster purpose driven employees who relate to our company's larger purpose.

## **MICHELIN NORTH AMERICA**

**Chief Technology Officer - Exec VP** 06/2007 to 07/2013

Led the North American R&D division, including managing multiple sites and 1000 people.

Successfully transformed Michelin's research and product development approach, cutting product time to market by 50% and

boosting research output.

Boosted Michelin's product leadership position, leading all major third party ratings (ref - Consumer Reports & Tire Rack), and contributing to Michelin's dominance of JD Power awards (winning 80% of awards in our category).

Improved R&D performance through increased employee engagement and improved employee experience.

Spearheaded a "site of the future" R&D campus renovation program, aligning workspace with innovation practices and employee needs.

## **MICHELIN AMERICAS TRUCK TIRES**

**VP Product Development** 06/2002 to 06/2007

Led all product and manufacturing process development for a 2B\$ division.

Successfully launched numerous innovative and market leading products that spearheaded market share growth.

First to market w/ the XOne single tire for commercial trucks.

Successfully implemented a strategy to enter the tire retreading and services business, increasing market share significantly in Can, US and Mexico.

## **EDUCATION**

**MASTER OF SCIENCE:** Materials Science & Engineering, Virginia Tech

**BACHELOR OF SCIENCE:** Materials Science & Engineering, Virginia Tech

## **ACTIVITIES – COMMUNITY LEADERSHIP**

Greenville Technical College Board – Past Board Chair

Clemson University – Engineering Advisory Board Emeritus Member

National Alliance on Mental Illness – National Board Member Board Treasurer and Secretary,  
Current President of NAMI Greenville Board

Well-Being Partnership of Greenville County – Co-Founder and Current Board Chair

Conference Board - CHRO Council Executive Committee Member, Conference Board HR Advisory  
Council Member

Advent United Methodist Church – Leadership Team Member