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**John A.K. Lowe**

Management Consultant. Interim Global HR Executive.  
Former senior HR executive, Chief HR Officer, and executive team member with leading multinational corporations. Multicultural, multilingual, and multi-industry background.

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Hilltop Global Associates, LLC. Treasure Island, FL. 2003-present  
*Management consulting firm focused on global human resources and organization effectiveness. The firm handles the development and execution of strategy, and troubleshooting assignments worldwide.*

*(For more information, please visit [www.hilltopglobal.com](http://www.hilltopglobal.com))*

President and Principal.

Clients range from large, foreign-based and US multinational corporations to smaller and medium-sized companies.

Recent assignments have included global business strategy, organization effectiveness, total rewards, M&A due diligence, interim HR executive assignments, leadership development, talent management, resource planning, executive staffing, change management and performance management,

Brink's, Incorporated. Darien, CT

2001 – 2003

*Security Industry leader in the transportation of cash and valuables. Over \$1.5 billion sales with 40,000 employees in over 50 countries, including 10,000 in the U.S.*

Vice President, Human Resources.

Reported to the President. As the Chief HR Officer (CHRO), responsible for the HR strategy worldwide. As an Executive Committee member, contributed to the creating and executing the overall business strategy.

Spearheaded efforts to effect culture change within a strong, traditional environment. Coached executives on organizational and people issues. Led worldwide programs to promote leadership development including talent identification, succession planning, executive recruitment, and compensation programs.

Established a visible HR leadership role, and regained credibility for a failing HR group. Created the HR vision and strategy, and aligned HR support of the business objectives.

- Compensation: Overhauled the Compensation practices to retain and motivate qualified managers.
- Turnover: Saved \$10 million per year by reducing employee turnover.
- Labor & Employee Relations: Resolved issues worldwide.
- Multinational Benefits Pooling: Saved \$1+ million per year.
- Improved operational effectiveness by revising the HR Policy Manual and training branch managers.

GTECH Corporation. West Greenwich, RI 1991 – 2000  
*Global high-technology Company (software, integrated systems, and hardware) with over \$1 billion sales and 5,000 employees in 43 countries. Implemented HR programs worldwide to support the rapid growth of over 20% annually, and the transformation from a \$200 million private company into a NYSE public corporation.*

Senior Vice President, Human Resources. (1999-2000)  
Reported to the Chairman and CEO. Executive Committee member.

- HR strategy, policies and programs: Developed and implemented worldwide.
- Executive Team Effectiveness: Improved through management development and executive search.
- New Product Development: Reduced Lead-times from 3 years to 9 months. Streamlined the business processes, destroyed the "silos", and introduced horizontal Delivery Teams.

Director of Compensation and Benefits. (1995-2000)  
Responsible for global Compensation, Employee Benefits & HRIS. Also, for Corporate Human Resources including executive staffing, organizational effectiveness, global mobility/expatriate assignments, and employee relations. Prepared BOD and Committee presentations. Managed a \$65 million budget.

- Total Rewards: Developed a strategy to position GTECH as the "Employer of Choice".
- Pay for Results. Introduced new incentive plans, stock option plans, and employee stock purchase plans worldwide with EPS and EVA metrics.
- Strategic Account Management. Increased revenues by 15% through the introduction worldwide.
- M&A team member. Conducted HR due diligence and integration activities including a major Brazil acquisition, creation of large UK joint venture, Virginia, US subsidiary closure, and other acquisition studies.

[Appointed as the SVP, HR (acting) in addition to the compensation and benefits responsibilities.]

Director, Human Resources-International. (1991-1994)

- New companies in over 40 countries: Set up and staffed operations in Europe, Latin America, and Asia.
- Corporate Sponsor: Integrated the newly-acquired operations.
- Expatriate assignment: Reduced costs by over \$10 million per year while improving international mobility.

International Management and Personnel Services. New York, NY and Fairfield, CT 1989 – 1991

Managing Director/Consultant.

- Conducted consulting projects and executive search assignments for Wall Street and Fortune 1000 clients.

Joseph E. Seagram & Sons, Inc. New York, NY 1987 – 1989

Director, Human Resources-International.

- Implemented the Hay system worldwide to reduce management compensation issues and turnover.

RCA Records, RCA Corporation. New York, NY 1985 – 1987

Director, Human Resources.

- Conducted the M&A due diligence, and led the integration to create the RCA/Ariola International organization from RCA Records and Bertelsmann's Ariola/Arista organization to create. (Later, it became BMG-RCA/Ariola).
- Restructured RCA/Ariola's international operations through executive staffing, plant closings, organizational realignments, and the start-up of new operations to achieve profitability.

## Earlier Experience

Southern Peru Copper Corporation (SPCC). Toquepala, Peru. (1984-1985)

Vice President, Human Resources.

Focused on labor/employee relations at two large mines and a smelter/port facility.

- Negotiated the "first-ever" no-strike agreement in Peru.

American Can Company, Greenwich Connecticut. (1980-1984)

Human Resources Director, Latin America.

Anderson Clayton & Company. Sao Paulo, Brazil. (1975-1979)

Vice President, Human Resources.

- Set up new a HR organization for a \$400 million subsidiary company with 12 plants and 20 distribution centers. (Consumer Products, Soya, Coffee & Animal Feeds).

Air Products & Chemicals, Allentown, Pennsylvania. (1974-75)

International HR Director.

Cummins Engine Company. (1966-1974)

Plant Personnel Manager, Darlington, UK.

Corporate Labor Relations Manager, Columbus, Indiana HQ.

Human Resources Director, Sao Paulo, Brazil.

## Background

- BS (equiv.) Industrial Management. Cleveland College of Technology, U.K.
- Further studies at Indiana University.
- Second Lieutenant in Royal Corps of Signals, British Army.
- Grew up in a Scottish coalmining village, and worked underground as a Hard-Rock Tunneller on the Loch Awe hydroelectric project.
- Dual national with both US and UK/EU citizenships. Spanish, Portuguese, and French.
- Lived and/or worked in Europe, Latin America, and Asia.

## Recent Accomplishments

- GHRP (Global Professional in Human Resources)

Served on the Panel that created the examination for SHRM's new GHRP certification, and continued to serve as a Reviewer in 2003, 2004, and 2005.

GHRP is comprised of six modules: Strategic HR Management, Global Organizational Effectiveness and Employee Development, Global Staffing, Global Compensation and Benefits, International Assignment Management, and International Employee Relations.

(For more information, please visit [www.shrm.org](http://www.shrm.org)).

- Globalscot

In 2003, appointed by Jack McConnell, First Minister of the new Scottish Parliament as a Founding Member of "globalscot", Scotland's global business network of about 700 "ambassadors" worldwide.

(Please visit [www.globalscot.com](http://www.globalscot.com)).

## Associations

- Active in Society for Human Resources Management (SHRM), Human Resource Planning Society (HRPS), SHRM's Global Forum, SHRM's Consultant Forum, and International Executive Resources Group (IERG).
- Former member of National Foreign Trade Council (NFTC), Northeast HR Association (NEHRA), CT VPHR Roundtable, WorldatWork (ex-American Compensation Association), World Affairs Forum, and Providence Committee on Foreign Relations.
- St. Petersburg Area Chamber of Commerce, SHRM's Tampa HR Chapter, St. Andrew's Society of Tampa Bay, Treasure Island Tennis & Yacht Club, US Power Squadron-Boca Ciega Power & Sail, and Sunset Beach Civic Association.
- Guest at Harvard's Kennedy School, and guest speaker at Boston University, SHRM, and other groups.