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City of Seattle
Notice of Appointment

Name: Martin Fisher		<input checked="" type="checkbox"/> Executive Appointment <input type="checkbox"/> Legislative Appointment <input type="checkbox"/> Agency Appointment <input type="checkbox"/> PDA Council <input type="checkbox"/> PDA Constituency
Residential Neighborhood:	Zip Code: 98029	Contact Phone No.: (206) 450-2359
Appointed to: Special Events Committee		Date of Appointment: November 5, 2010
Authority (Ord., Res.): Ordinance 115982		Term of Office: From: Confirmation To: April 16, 2012
Comments: New Appointment		
Authorizing Signature: 		Name and Title of Officer Making Appointments: Mayor Mike McGinn

Confirmed by the Following Vote at City Council

In Favor:	Against:	Date:
Attested by:		Title:



Martin A. (Marty) Fisher

SUMMARY:

- Dynamic, creative, Human Resources leader with sustainable success in the strategic design, development, and implementation of corporate HR programs, Culture, Talent Acquisition, and Training and Development
- Accomplished retail business partner, driving business strategy by maximizing organizational talent
- Experienced in problem-solving and innovative thinking, with a creative approach to complex HR processes, organization development, and leadership development

PROFESSIONAL EXPERIENCE:

Flextronics, Retail Technical Services

2008- Present

Senior Director, Human Resources

- Head of Human Resources for the Retail Technical Services with a workforce of 5,000 employees in the U.S. and Europe; responsible for Recruiting, Training, Human Resources, Organizational Development, & legal compliance
- Strategic senior business partner responsible for identifying the ongoing, people-focused requirements to grow the business, assessing needs to develop the overall strategies for talent management, culture, and retention
- Revised the organization structure, compensation systems, assessment practices, and talent review processes to ensure scalability and support for both the short-term and long-term growth of the organization
- Led the creation of a Strategic Talent Agenda, including a total redesign of competencies, job descriptions, job postings, training, and leadership development, and succession planning at all levels of the organization
- Reduced overall retail and support function turnover by 33%
- Improved customer satisfaction ratings by 45%, as measured by Net Promoter Scores (NPS)
- Reduced training costs by 40% while increasing effectiveness through process and curriculum improvement
- Reduced the number of legal claims against the company by 30% through collaboration with operations and support function leadership, updated policies, proactive training and communication, and detailed investigations

T-Mobile USA, Bellevue WA

2007 - 2008

Senior Director, Talent Acquisition

- Strategic senior business partner: identified and defined workforce needs, forecast growth and attrition, and developed proactive measures to meet changing business to assess, identify, and implement Talent Acquisition strategies and geared to hiring world-class talent in a personalized, professional, timely, and cost-effective manner
- Led ongoing improvement to the recruiting process and recruiting support programs enterprise-wide, developing strong partnerships with hiring managers at all levels of the organization
- Leadership of Employment Branding, Talent Acquisition processes and programs, University recruiting, technology, relocation, assessment systems, communications, team leadership and development, and reporting
- Shifted the focus from the transactional filling of jobs to true talent acquisition, building and upgrading the overall talent capabilities of the overall business
- Created an in-house Executive Recruiting team, reducing time and cost to fill executive positions by 25%

Abercrombie and Fitch, Columbus, OH

2005 - 2007

Vice President - Stores Human Resources and Training

- Provide human resources vision, leadership, & mentorship for all four brands in the 800+ A&F stores organization
- Led the creation of the Strategic Talent Agenda, including recruiting, on-boarding, succession planning, career planning, performance management, and the development of high-potential associates
- Partnered with senior leaders to determine organizational human resources needs, to ensure compliance with local, state and federal employment laws and regulations, & to manage the ongoing execution of field HR strategy
- Captured the energy and passion of the organization to define a comprehensive approach to human resources, including stores organization structure, compensation, international development, standards and guidelines for recruitment and hiring, employee relations, performance management, diversity, and leadership development
- Established a comprehensive, competency-based system for selection, performance review, and evaluation
- Conducted needs assessments & created comprehensive, impactful training/professional development programs
- Developed a company-wide e-learning strategy and installed a Learning Management System (LMS)

Starbucks Coffee Company, Seattle, WA

1997 - 2005

Director, Culture and Partner Engagement (2002-2005)

- Led and enhanced partner (employee) engagement through Starbucks culture, leading a creative, innovative team of internal and supplier partners in the design, development, and implementation of conferences, leadership events, and cultural activities for more than 100,000 Starbucks partners internationally
- Business partner to Starbucks senior management, developing programs to drive business objectives
- Developed and delivered consistent messaging and branding to strengthen partner engagement, incorporating that messaging into all human resources programs and processes
- Designed and aligned corporate recognition program to business objectives
- Developed and directed the Starbucks Leadership Conference for more than 7,000 participants annually

Director, Retail Learning; Human Resources Director, Northeast Zone (1997-2003)

- Led all learning and development activities for Starbucks North America Retail Operations, including the design, development, and deployment of the entire library of retail learning and management development programs and human resources initiatives: leadership, management development, customer service, operations, coaching, mentoring, and teaming for more than 75,000 Starbucks partners in the US and Canada
- Led a team of training and development designers, performance consultants, managers and field implementation partners to deploy customer service, learning and development programs throughout the US and Canada
- Human Resources Director for Northeast, providing generalist support for more than 5,000 Starbucks partners
- Business partner and learning liaison to Starbucks cross-functional, enterprise-wide senior leadership team
- Designed the Retail Learning Plan, reducing turnover by 20%, increasing shift effectiveness & overall satisfaction
- Designed new Store Manager and District Manager training, reducing turnover by more than 30%
- Led a cross-functional team on the design of the Starbucks Performance Development Process, including the introduction of critical success factors, retail district manager and store manager performance reviews, succession planning, and targeted leadership development programs

Darden (General Mills) Restaurants, Orlando, FL

1990-1997

Director, Front-Line Employee Training and Development (Olive Garden)

- Led Olive Garden training and development activities for hourly and management employees of all levels
- Responsible for the design, development, and implementation of training for more than 55,000 corporate and restaurant employees and managers
- Managed an \$8 million training budget with a department staff of 20
- Implemented training that added more than \$2 million in incremental food and beverage sales
- Designed and implemented companywide "Customer Delight" program
- Designed the performance management system with specific, differing functions for management accountabilities
- Responsible for the needs assessment, design, development, and delivery of all employee and management training programs

Freelance Writer/Editor

1980 - Present

- Professional print credits include: New York Times, Miami Herald, The Orlando Sentinel, Los Angeles Daily News, New York Newsday, Sports Illustrated, and Runner's World magazine
- Developed and edited textbooks for Scholastic, Inc. and Harcourt, Inc.
- Developed and edited on-line and print technical documentation for various technology, manufacturing, and banking organizations

EDUCATION:

Brooklyn College - Brooklyn, NY

- Bachelor of Arts - English

University of Central Florida - Orlando, FL

- Post Baccalaureate coursework, Communication

MEMBERSHIPS, AWARDS, AND CERTIFICATIONS:

- Winner of the MPI "Global Paragon Award" for the best large corporate meeting in the world in 2004
- Winner of "Spirit of Starbucks" and "Golden Bean" awards
- Certified in Situational Leadership Facilitation
- Certified in Meyers-Briggs Type Indicator (MBTI) Facilitation
- Member, Global Corporate Council of Excellence
- Member, Society for Human Resources Management
- Member, American Society of Training and Development



Michael McGinn
Mayor, City of Seattle

MEMORANDUM

DATE: November 5, 2010
TO: The Honorable Richard Conlin
President, Seattle City Council
FROM: Mayor Michael McGinn *MM*
SUBJECT: Mayoral Appointments to the Special Events Committee

FILED
CITY OF SEATTLE
2010 NOV 30 PM 3:09
CITY CLERK

I am pleased to forward to the City Council the following appointments to the Special Events Committee for terms ending on April 16, 2012:

<u>Name</u>	<u>Term Ends</u>	<u>Position</u>	<u>Succeeding</u>
Martin Fisher	04/16/2012	Citizen Advocate	Gladys Romero
Winsor Graves	04/16/2012	Citizen Advocate	Nadia Yun

The Special Events Committee was formed by Ordinance 115982 in 1991. They are charged with coordinating the provision of governmental services for events occurring in parks or public places that may require police officers, crowd or traffic control, to issue special permits for these events, and to determine appropriate terms & conditions for such permits." The committee is comprised of representatives from DOF, SPD, Fire, Parks & Rec, King County Health & the Dept. of Neighborhoods. There are three positions available for a "citizen advocate" with experience in hosting events of all sizes. These positions allow citizen participation in the event permitting process.

The appointments' bios for the appointees are as follows:

Martin (Marty) Fisher has an extensive background in teaching, human resources and large events. As a director at Starbucks, Marty developed, planned and operated the annual Starbucks Global Leadership conferences that brought store managers from around the world together. He is the current Senior Director of Human Resources for Car Toys. Marty gave up his previous job when it required relocation from the Seattle area because of his love for the Pacific Northwest. Prior employers include T-Mobile, Abercrombie and Fitch, Starbucks, Northeast Zone and General Mills. He is certified in Situational Leadership Facilitation and experienced in leading organizational and team leadership development.

The Honorable Richard Conlin

November 5, 2010

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Winsor Graves is the current Technical Director of Luna Park Productions and the Production Director for One Reel, a local not-for-profit art, cultural and special event producer. He is responsible for managing a variety of large events, including Bumbershoot, the Family 4th at Lake Union, and the stages for the Rock and Roll Marathon. Prior to accepting the position at One Reel, Winsor worked for Connors & Company, Impact Work Group, House of Blues, STG: Paramount & Moore Theaters, and the US Army counterintelligence division.

Attachments

Copy: Joanne Orsucci, City Wide Special Events, Parks Dept.
Wayne Barnett, Executive Director, Ethics and Elections Commission
Tania María Rosario, Boards and Commissions