

## Fiore C. Londino

### Partner

*Fiore is an organization development consultant with more than 30 years of experience. His operational and executive management experience - including global management - combined with eight years of consulting in a wide variety of industries enable him to partner with clients to develop practical solutions that achieve desired business results. The primary focuses of Fiore's personal practice are strategic planning, executive coaching, and talent management.*

*Fiore's community involvement include chairing the board of a hospital system, chairing the board of an urban public high school, and serving on the boards of a faith-based outreach for the disadvantaged and as well as that of local church.*

---

### Representative Experience

- Regularly facilitate strategic planning and execution sessions
- Designed and implemented numerous succession planning initiatives
- Served as personal coach to executive and senior manager level employees of various for-profit and social sector organizations
- Coached numerous boards of directors on effective governance
- Facilitated the creation of the selection and management development competency models for one of the five largest school districts in the U.S. This project was part of the development of "The School of the Future" commissioned by the Gates Foundation
- Facilitated numerous strategy sessions and training sessions for audiences spanning individual contributors to executives
- Led global recruitment strategy and implementation. Also responsible for building a recruitment operation which filled positions at a rate of 2200+ annually.
- Implemented competency-based selection processes
- Served as a project lead on:
  - "Personal Development Planning" project focused on the leadership development of a company's top 150 executives.
  - "People Strategy Project" focused on the retention of key talent pools.
  - HR Transformation project redesigning the global HR function for a 30,000 employee company
- Developed and implemented globally the following processes: job analysis, performance management, talent management and multi-rater assessments
- Managed the selection, development and implementation of competency models used in recruitment, development, performance management and multi-rater (360) assessments
- Member of the leadership team that designed and implemented a corporate university – a virtual, centralized learning provider for a 35,000+ global company

- Responsible for an on-going global Human Resources function (compensation, recruitment, development and employee relations) for a 1,000+ employee organization
  - Developed and implemented a Human Resource function (compensation, recruitment and employee relations) in EMEA (Europe, Middle East and Asia)
  - Extensive international work experience in England, Ireland, France, Germany, Italy, Scandinavia, Mexico, Canada, India and the Pacific Rim
- 

## **Background**

- ❖ Pareto Consulting, LLC
    - Partner; 2002 – Present
  - ❖ FORE Systems/Marconi, plc
    - Vice President, Strategy and Core HR Processes 2001-2002
    - Vice President, Talent Management 2000
    - Director, Human Resource 1995-1999
  - ❖ Account Executive; PBC & WTG Associates; 1987-1995
  - ❖ Director of Operations/District Training Manager; Hospitality Industry; 1978-1986
- 

## **Certifications and Education**

- Certified Business Coach – Six Disciplines
  - Associate – Lominger Limited, Inc.
  - Instructor – Development Dimensions International
  - Instructor – Behavioral Technology
  - Certified in Compression Planning
  - Certified Personnel Consultant
  - Advance Board Consulting training
  - B.S., Organizational Development, Geneva College
- 

## **Community Involvement**

- Butler Health System – Chairman of the Board of Trustees 2009 – Present; Compensation Committee Member 2004 – Present; Governance Committee 2007 – Present
- City Charter High School (part of the Pittsburgh Public Schools) – President, Board of Trustees, 2001 – Present
- Network of Hope, 2001 – Board of Trustees 2001 – Present (President of the Board 2001 – 2007)
- Allison Park Church – Board Member 1995 – 2007, 2009 - Present (Past Treasurer & Past Secretary)