

Lucinda Savoie



Lucinda Savoie
Consultant

Lucinda is a seasoned executive with over 20 years of experience leading human resource organizations in top technology companies. Lucinda has a history of creating organizations that are able to attract, retain and develop top talent. She has held numerous senior management positions, using her expertise in compensation and benefits as well as her extensive knowledge in organization evaluation and reengineering during merger and acquisition activities.

Lucinda's consulting practice focuses on working closely with senior leaders on HR process redesign, compensation and benefits strategy and design, and organization assessment. Recent engagements include developing a new service delivery strategy and implementation plan for a large apparel company, and working with them to develop more effective and efficient processes.

Prior to joining Jackson Hole Group, she held the position of Vice President Human Resources for InFocus Corporation, noted for ranking as one of the top companies to work for in Oregon. In this position she established HR systems and processes for the company as the employee population doubled and the organization's complexity greatly increased in Europe and Asia. Additionally, she designed executive pay and equity plans, which led to increased executive stock ownership, and reward systems that consistently linked with company performance. Lucinda ensured that the right HR practices were in place as the company matured in size and complexity and has developed highly effective people management processes where none existed before. As part of the executive management team, she served as a coach to colleagues on personal and organizational effectiveness issues.

She has held several senior leadership positions in compensation and benefits and is an expert in program design. While at Cray Research, she redesigned all compensation and benefits programs, beginning with a total compensation study to ensure that programs rewarded the right behaviors and were in line with business objectives. Other areas of measurable impact and leadership include creating and managing sales compensation and company-wide bonus compensation programs, employee benefits, including retirement and health care programs and multiple HR due diligence activities for acquisitions and subsequent integration.

Lucinda holds a Master of Arts degree in Industrial Relations from the University of Minnesota and a bachelor's degree in Industrial/Organizational Psychology from Purdue University.



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