



Morse Wilkenfeld

Morse Wilkenfeld is a Human Resources executive with a successful track record leading and transforming HR organizations. His strengths include: hands-on working knowledge of HR programs and operations; highly effective at building executive level relationships; experienced at partnering with senior business leaders to identify and manage HR priorities; demonstrated ability to lead and motivate people; and managing and executing at the strategic and operational level.

He is a Partner in Mercer's HR Effectiveness Practice, based in New York.

Morse's consulting experience includes senior level positions at Ernst & Young, Towers Watson/Towers Perrin, and PA Consulting Group. He also worked in the finance and chemical industries in IT and Finance, and performed interim CHRO, CIO and Program Leader roles for various clients. Other examples of his experience include:

- CHRO for global insurance company with a range of mature, start-up and JV businesses. Example responsibilities include: Improving executive leadership team performance; leading and coaching the HR team; addressing employee and ER issues; annual benefits planning; annual performance and compensation planning; designing the long term incentive plan; and launching engagement initiatives.
- Developed a full life cycle Talent Management Strategy for a global manufacturing company with over 120,000 employees in over 100 countries. Project scope included compensation, onboarding, performance management, learning and development and succession planning.
- Transformed highly decentralized, varied and underperforming HR functions at a premier university into a highly efficient and service-oriented function that is the performance benchmark for higher education. The project scope and structure includes: HR Service Delivery Design; Governance; Technology; HR Process; HR Change Management and Community; HR Services for HR; and PMO.
- Transformed the global HR service delivery model to align with the emerging strategic needs of a rapidly changing pharmaceutical company. Project scope included HR technology strategy, business case development and approval, vendor selection and program launch.
- Planned and led the global deployment of self-service tools for a global services company.
- Designed the global training strategy to support the deployment of Workday for a global pharmaceutical company.
- Led Service Center design and implementation for US health care services company.
- Led change management efforts on talent management, Total Rewards, compensation, health and benefits, and payroll.

Morse has an MBA and Bachelor's degree from Rutgers University, and is SPHR certified.