

IRINI CHAVIARA

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Human Resources professional with strong business acumen and a clear drive for impact, having experience in Leadership Development, Transformation, Organizational Design and Executive Coaching. Trained in design thinking (agile methodology) for the development of solutions, I can be trusted to effectively ride change and lead others in doing the same, deliver solid results under pressure and add an “extra something” in everything I do!

Business

Novartis (Barcelona - Spain)

Global People & Organization Partner, People & Organization – Oct.2024 to date

Main accountabilities: support Leaders in transitioning to the new business operating model (organizational design, capability building, new ways of working) – Executive coaching – Talent redeployment – Change management – Organizational Development

Novartis (East Hanover, New Jersey – US)

Global People & Organization Partner, Corporate – Dec. 2022 to Sep.2024

Main accountabilities: support Leaders in transitioning to the new business operating model (organizational design, capability building, new ways of working) – Executive coaching – Talent redeployment – Change management – Organizational Development

Global HR Partner, NIBR – Jan. 2022 to Dec.2022

Main accountabilities: Strategic partnering with top leadership in transformation of Global Functions as part of enterprise-wide reorganization – Executive coaching – Consultation on organizational design and talent management

HR Director, Corporate – Sep. 2019 to Jan. 2022

Main accountabilities: apply design thinking to create bespoke solutions (products) that will meet business and internal customer needs on culture. Focus on The Role of the Manager, aiming to understand their challenges, deploying deep empathy work, and deliver products that effectively connect existing resources and amplify their impact.

Associate Director (HR Business Partner), NIBR – Oct. 2017 to Sep. 2019

Main accountabilities: Support the leadership in people-related matters - Consultation on a vast variety of topics, from organizational design and change to Talent Management and compensation - Organizational redesign & implementation - Development planning & coaching - Employee Relations - Leadership coaching

Alcon Labs (Athens, Greece)

Head Human Resources Greece & Bulgaria Cluster – Feb. 2016 to Sep. 2017

Direct reports: 1

Main accountabilities: Talent Management and Organizational Development - Staffing - Compensation & Benefits - Employee Relations - Payroll coordination - Coaching - Internal Communication - Leadership Development - Training - Workshop delivery (certified internal High Performing Teams trainer)

Novartis (Athens, Greece)

Cross Divisional HR Operations Head (Mar. 2014 to Jan. 2016)

Direct reports: 5

Main accountabilities: Smooth operation of SAP for HR - Payroll supervision - Coordination of HR processes, policies and controls - Monthly FTE reporting and budgeting (redesign & rollout of new process) - Launch of Performance Management and Compensation modules for SAP

HR Business Partner (Mar. 2012 to Feb. 2014)

Direct reports: 2

Main accountabilities: Full responsibility for all HR issues of 6 departments (~300 associates) - Resolution of Employee Relations issues - Talent Management & Career Development consultation - Delivery of Organizational Talent Review and Learning Agility trainings to People Managers - Recruitment & Selection: delivery of assessment centers for internal and external candidates - Compensation & Benefits consultation to the Business - Leadership Coaching

UCB Pharma (Athens, Greece)

Human Resources Director (Aug. 2011 to Jan. 2012)

Main accountabilities: Responsible for the management of all HR-related issues in the business - Workforce planning & Budgeting - Recruitment & Selection - Talent Management - Employee Relations - Compensation & Benefits - Leadership development - Organizational Development - Performance Management - 1-to-1 leadership coaching

Novartis (Athens, Greece)

Comp. & Benefits and Emp. Relations Mgr / HR Business Partner (Jul. 2009 to Jul. 2011)

Direct reports: 3

Main accountabilities: Single point of contact for all HR issues with Sales and Medical department - Management of all Compensation-related issues, in cooperation with the Line (salary proposals, offers, merit increases, annual bonus calculations, market benchmarking, salary surveys) - Central point of contact for all International Assignees

Talent Mgt & Org. Development Manager (Aug. 2007 to Jun. 2009)

Direct reports: 1

Training & Development Manager (Dec. 2006 – Jul. 2007)

Direct reports: 1

Citibank (Athens, Greece)

Training & Development Officer (Jan. 2005 to Dec. 2006)

Neoset (Athens, Greece)

Trainer (Apr. 2004 to Jan. 2005)

Vodafone (Athens, Greece)

Various HR roles (Jul. 1999 – Apr.2004)

Minerva Edible Oils (Athens, Greece)

HR Administrator (Sep. 1998 to Apr. 1999)

Studies

MA in Human Resources Management, Leeds University, Business School, Leeds – UK, Sep. 2003

BA in Business Administration, major in Marketing, University of the Aegean, Chios – Greece, Sep. 1998

“Erasmus” Student Exchange Program, European Business School, London – UK, Dec. 1996

Skills

Coaching: Certified in Executive Coaching & Organizational Development (Impact, 2011) ♦ NLP Practitioner (NLP Greece, 2013) ♦ Strong communication skills (oral & written) - Eloquent public speaking, creative presentations ♦ Change management ♦ Design Thinking (Agile) ♦ Languages: English (native speaker, Proficiency Grade A) Greek (native)

Accreditations

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- Organizational Culture Inventory (OCI) Certified Facilitator, Human Synergistics® (Switzerland, 2014)
 - High Performing Teams, Socrates for Novartis (Switzerland, 2013)
 - NLP Practitioner, Synolic® (Greece, 2013)
 - Executive Coaching & Organizational Development, Impact® (Greece, 2011)
 - 360o Certified Coach, Novartis (Switzerland, 2008)
 - Behavioral Interviewing Skills Certified Trainer, DDI® (Switzerland, 2007)
 - Consultative Selling Certified Trainer, Richardson® (Greece, 2004)
 - Exceeding Customer Expectations Certified Trainer, Richardson (Greece, 2004)
 - Coaching Certified Trainer, Richardson® (Greece, 2004)

Memberships

Chartered Institute of Personnel and Development, UK - Affiliate Member