

CHRISTOPHER NIENSTEDT

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- Education** **CORNELL UNIVERSITY, Johnson Graduate School of Management** **Ithaca, NY**
Master of Business Administration, May 2010
Focus on Human Resources and Strategy
Clubs: VP-Finance & Operations, Strategic Human Resources, Leadership, & Organizational Effectiveness; Managing Editor, Cornell Business Journal; Admissions Ambassador
- THE UNIVERSITY OF MICHIGAN** **Ann Arbor, MI**
Bachelor of Business Administration, May 2001
Focus on Management Information Systems and Corporate Finance
- Experience** **ELI LILLY & COMPANY** **Indianapolis, IN**
2006-2008 *Senior HR Representative*
HR Generalist supporting Corporate Affairs and Corporate Strategy Business Development functions (approximately 220 total employees)
- Implemented improved promotion review process, leading to increased efficiency and higher quality decision making
 - Developed and conducted training sessions for supervisors on career development, staffing, compensation, and talent assessment, which increased employee engagement
 - Wrote executive summary and coordinated presentations of top talent to the CEO, resulting in feedback that the meeting was a best practice
 - Launched new process by which senior leaders performed detailed reviews of high potential talent, leading to improved accountability and quality of employee development
- 2004-2006 *Global Staffing Associate*
- Provided consultation to global HR on succession planning and talent assessment
 - Coordinated succession management process at the function-leader level across organization, and assisted Staffing Director with coordination at CEO level
 - Influenced IT organization to make additional computer hardware investments to satisfy increased demand for succession management website, extending the life of the tool
- 2001-2004 *Systems Analyst*
- Led development team on project to upgrade succession management system, which was recognized as a best practice in the December 2003 Harvard Business Review
 - Created employee redeployment system, resulting in 99.3% placement rate and savings of over 1000 labor hours
 - Redesigned company training portal, resulting in a 85% decrease in customer complaints
- Additional**
- Lean Six Sigma Green Belt
 - Intermediate Spanish language skill
 - Served as board member to Storytelling Arts of Indiana
 - Tutored inner-city high school students in Indianapolis