

Phyllis T. Retty



BIOGRAPHY

Phyllis is a proven, decisive, and internationally experienced **FINANCE AND HUMAN RESOURCES LEADER** with a strong results-orientation and the natural ability to see the big picture. Phyllis is known as a strategic thinker with deep financial acumen and the vision and ability to lead change. With expertise in pensions and benefits, she is a respected leader and coach who creates, motivates and drives organizations with integrity.

Having joined 3M in the Finance Department in 1981, Phyllis's focus, dedication and passion for learning and contributing to the organization led to several progressive positions in Corporate Accounting, Treasury and Financial Management, providing counsel for a large Business Group. In 2002 she changed careers and moved to Human Resources in order to increase visibility of the function as well as to institute a more strategic and business aligned approach. Phyllis' strong financial background, business acumen, negotiation and communication skills delivered results as she managed all employee service areas, vendor relationships with external consultants, and was a leading member of the industrial labour relations negotiating team for the London plant. Phyllis' care and attention to staff and team development are well recognized and she takes pride in the relationships built over her years at 3M internally and with external partners, suppliers and vendors.

Since 2006, Phyllis has held senior leadership positions in Human Resources including having international accountability for the Total Rewards function in Latin America as well as Canada. Most recently she has additional responsibility as a HR Business Partner, providing strategic counsel to Business and Staff groups. A frequent guest and speaker, her areas of expertise include: Workforce downsizing; Union negotiations; leadership development; creating innovative solutions; change management; outsourcing; and total rewards redesign. Her zeal to help others succeed is illustrated in her decades-long support and leadership engagement in several key community institutions and boards. She is currently on the Board of Directors of London Health Sciences Centre, Wellspring and is the Past Board Chair of the Brain Tumour Foundation of Canada and the United Way of London and Middlesex.

Phyllis is a Certified Professional Accountant, Certified Management Accountant. She is a graduate of Fanshawe College as well as leadership programs at the Ivey Business School and Queen's University.