

# Access to Experts



**Susan Waldman** , Vice President, Human Resources , Motorola, Inc.

Susan Waldman, the daughter of an Air Force officer, grew up spending time in Delaware, New Jersey, Oklahoma, Florida and most recently Illinois, where she lives today. She obtained her Bachelor of Business Administration degree from Florida Atlantic University, in Boca Raton, Florida. She continued her education at Florida Atlantic and received her Masters of Business Administration degree in 1984.

Upon completion of her degree, she joined Motorola. She has held a number of different positions in the Plantation, Florida facility, Schaumburg, Illinois and Libertyville campuses throughout her 27 years with Motorola. Susan started in the Compensation function and then moved into a Business HR role. While in Business HR she supported the manufacturing operations, engineering operations, the iDEN subscriber Division and had overall HR responsibility of our Plantation Florida site, which employs over 3,000 people. Upon relocating to Chicago, she accepted an assignment to create a new function, Employee Relations with direct responsibility for all employees in the United States as well as coordinate the function globally. Her most recent assignment was to lead the North America Business HR team for Motorola Mobility, Inc.

Key accomplishments include participation on the implementation of a new job evaluation mechanism, the development of new performance assessment tools and creation of new compensation policies and structures. She has played key roles in several re-engineering efforts, Factory of the Future transitions as well as the start up of the Boynton Beach facility HR department. Susan has been a major change agent within the business groups she has supported while ensuring the dynamic balance of Motorola's Key Beliefs. She has led the Human Resources efforts to support the dramatic growth of the iDEN subscriber Division as well as support the consolidation of our manufacturing operations around the world. She has implemented the new employee relations function, which includes a global case management tool and an HR help center. She then led Motorola's separation efforts for HR operations. Finally, as part of separation, she led the culture transformation for Motorola Mobility.

Memberships in South Florida include Junior Achievement where she held a position on the board of directors, and the American Red Cross. In addition, she was on a corporate council to identify business needs for the Wayne Heizanga School of Business. She is on the education board of Harper College and holds the position of Secretary.

Susan and her husband Jay live in Cary, Illinois and have 2 sons.

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