

Professional Profile

[LinkedIn Profile](#)

Eileen Timmins, Ph.D.

312-371-1977

eileentimmins@yahoo.com

Eileen Timmins is a global Chief Human Resources Officer with extensive professional experience working with private equity, private company boards and serving as company fiduciary. She is a highly skilled business partner with expertise in the areas of talent, leadership and strategy development, succession planning, executive and board compensation, diversity, benefits planning and oversight, global expansion strategies, including M&A, roll-ups, and enterprise talent development. With global responsibilities, Eileen provides strategic counsel to the CEOs and Boards she has served and has established a reputation for building highly motivated teams. She has developed and continues to provide oversight on key corporate structures and processes in order to facilitate organizational growth and transformation to improve business operations.

Over the course of the last 17 years, Eileen has worked for organizations on the forefront of maximizing technology as a driver to business differentiation and growth. Each company has been a leader in its field with first to market products and delivery methods. Her expertise spans global public companies including, the advertising industry for J. Walter Thompson (JWT), and an e-commerce software and services start-up, Transora. Within the brokerage and e-trading arenas, she has been instrumental in the rapid growth of R.J. O'Brien & Associates (RJO), Allston Trading, LLC, and IPC Systems, Inc.

Recently, Eileen served as Global Chief Human Resources Officer at IPC Systems, with responsibility for the organizational change and turnaround initiatives in Human Resources, across the global. She is also an Adjunct Coach at Corporate BoardLink where she works with C-Suite, Partner, and Board level executives.

Prior to IPC Systems, she served as the Chief People Officer, and Assistant Secretary for the Board of Directors, at Muscular Dystrophy Association with responsibility for the turnaround initiatives in Human Resources, Information Technology, Strategy and Volunteer Management. As leader of the Volunteer Management she was responsible for raising \$1M.

Prior to MDA, she was a member of the Executive Leadership team at Allston Trading, responsible for all aspects of global human resources. She is an expert in leadership, talent management, executive compensation and benefits and she served as a liaison to the board for the compensation committee and was the fiduciary committee chairperson. Allston is a premier high-frequency market maker in over 40 financial exchanges, in 20 countries, and in nearly every product class. Eileen leveraged her diverse experience to catapult national and international growth for this 14-year-old, highly entrepreneurial firm. Reporting to the CEO with full support of the Chairman and Founder, Eileen created a firm-wide strategic framework that includes objectives and strategies to establish and support a high-performance environment while fostering the company's unique culture of candor, trust, collaboration, accountability, and community.

In collaboration with Allston's Chairman, Eileen established board best practices, was instrumental in the development of the firm's quarterly board book, including financials, and developed the independent director compensation structure, director on-boarding framework, and director orientation. Additionally, Eileen has:

- Worked with the Board of Directors on critical issues pertaining to: strategic direction, health care reform, succession planning, executive compensation, enterprise risk assessment, and fiduciary oversight matters.
- Created and provided oversight for a robust compensation plan that facilitates best-in-class hiring and retention of world-class talent that aligns with strategic goals.
- Developed independent director's compensation plan structure.
- Led the selection process and strategic alignment of health care benefits in order to comply with government regulations (health care reform act) while maintaining maximum benefits for employees and cost effectiveness for the company.
- Established rigorous controls related to regulatory compliance and governance standards and reporting.

Prior to Allston Trading from 2007-2012, Eileen was the Senior Vice President, Human Resources at R. J. O'Brien & Associates. As a member of the executive management team, reporting to the Chairman & CEO, she held responsibility for all domestic human resource functions, as well as the firm's global expansion into China, Europe, Canada, and Latin America. In support of this expansion, Eileen played a significant role in the due diligence and integration planning phases related to mergers and acquisition efforts, with an emphasis on risk, alignment, retention, and cost. She had responsibility for the formalization of Board of Director frameworks and remuneration plans, served as board liaison to the compensation committee, and nominating committee. She also chaired the fiduciary committee. As a result of the company's explosive growth, Eileen led strategic initiatives related to the company's benefits, providing key oversight and compliance. While at RJO, Eileen was named to *Diversity MBA Magazine's* Exclusive List of Top 100 under 50, Emerging Leaders for 2011.

Between 2005 and 2007, Eileen worked for J. Walter Thompson's Chicago office. Reporting to the President, she formalized strategic programs in the areas of organizational development, talent management, and domestic and international employment.

In September of 2000, Eileen joined Transora, an e-commerce software and services startup, as the #5 employee and stayed until the company was acquired in 2005. Transora was the first of its kind Logistics Software Company created through an investment of \$250M, made by a consortium of 35 CPG companies. As Vice President, Human Resources, Eileen was charged with developing the enterprise strategy to meet start-up needs, the business strategy, and the firm's growth objectives. She led the development of Transora's human resource function including: organizational design initiatives, recruiting, internal communications, and facilities management. She also envisioned and led the shaping of company culture and worked closely with her CEO, on establishing "tone at the top." As the company grew, Eileen:

- Designed, implemented, and oversaw key compensation and benefits systems, including executive compensation packages, stock option plans (all employees received stock grants), sales compensation plans, and employee incentive structures. Multiple plans were developed and launched to accommodate best practices across North America, South America, and Europe.
- Orchestrated several organizational realignments in support of the firm's life cycle growth phases from developmental to operational and commercialization.
- Established Transora's Board of Directors from needs assessment and compensation, to board book development and on boarding.
- Served as company fiduciary and compensation committee liaison.
- Key M&A team member in due diligence and integration activities for three strategic mergers.
- Part of leaderships who facilitated the sale of Transora to Global Standards One (GS1).

From 2002 to 2019, Eileen was an Adjunct Professor at DePaul University, Department of Management, and Kellstadt Graduate School of Business and the School for New Learning.

Board Experience

Friends of Prentice, Northwestern Memorial Hospital, Grant Committee Co-Chair, 2015-Present
Brennan School of Business at Dominican University, Advisory Board Member, 2011-2015
Victoria Court Reporting Services, Inc., Advisory Board Member, 2011-2013
National Directors Institute (NDI), Corporate Governance Seminar-2013
Athletes Against Drugs, Advisory Board Member, 2008-2011
Chicago Meals on Wheels, Board Member, Development Chair Committee, 2008-2010
Northwestern University, Kellogg School of Management, Women's Director Development Program, 2008

Education

Capella University, Minneapolis, MN, Ph.D., Business and Organizational Management, 2008
Loyola University, Chicago, IL, M.S., Organizational Development, 1997
DePaul University, Chicago, IL, B.A., Communications, 1994