

# WILLIAM F. O'DONNELL

## SUMMARY

Dynamic Executive with over 30 years of progressive consulting and management experience. Creative problem solver able to conceptualize and implement winning business solutions. An excellent communicator with a passion for developing the leadership skills of young talent.

## PROFESSIONAL EXPERIENCE

### BUCK CONSULTANTS

2005 – Present

#### Health & Welfare Practice Leader

Responsible for leading an initiative to deliver data based healthcare solutions to employers. Used as a national resource for the internal training and external delivery of service offering based on “Lifetime Health” and the use of company claims data to target opportunities for immediate plan savings based on improved quality of care.

### INGENIX

2004 – 2005

#### Consultant

Provided consulting services to this technology subsidiary of United Healthcare. Focus of assignment was to develop consulting capabilities to augment the data warehousing and analysis businesses. Program was terminated with change in senior management.

### ATA AIRLINES, INC.

2001- 2004

#### Senior Vice President Human Resources

Chief Human Resources Officer for \$1.7 billion, 8,000-employee airline. Member of ATA's Executive Committee, reporting to the CEO. Recruited to reorganize and reenergize corporate Human Resource department that has been operating with insufficient resources for many years. Post September 11<sup>th</sup> focus has shifted to expense control and continuous improvement of HR functions. Key accomplishments include:

- Advised and counseled CEO on restructuring of Executive team;
- Advised and counseled Executive Committee in realignment of Divisional responsibilities;
- Total restructuring of company benefit plans to effectively control costs;
- Development of HRMS function within HR;
- Development and implementation of online enrollment system;
- Development and implementation of manager self service functions;
- Implementation of online assessment program for hourly hires;
- Recruited and reorganized senior HR staff to improve competency and effectiveness in support of company business plans;

- Development and implementation of Basic Leadership training for front line supervisors, to convert from a discipline based culture to a coaching culture;
- After company declared bankruptcy, took on responsibility for IS and Process Improvement.

**WILLIAM M. MERCER, INCORPORATED**

**1980-1988/1992-2001**

**Chair – Human Capital Business Design Team**

**2000-2001**

Chaired team of 20 Mercer Worldwide Partners with the task of creating an integrated set of non-benefit related service offerings and the organizational structure to support them. The services included Leadership and Supervisory Development, Human Resource Design and Change Management. Project was sponsored by Mercer’s Senior Leadership and was intended to position Mercer’s non-benefit practices as the leaders in Human Capital consulting.

**Principal/Office Head, Minneapolis, MN**

**1996-2000**

Managed a full service consulting office for William M. Mercer, Incorporated, a worldwide Human Resource consulting firm. Staff of 100 employees provides pension, compensation, communication, healthcare and HR organizational services to large employers. 2000 revenues of \$21 million with more than 150 clients. Responsibilities included total P&L, recruitment, professional development, and sales, marketing and consulting to 15 organizations for which I served as primary contact and client relationship manager.

- Implemented business solution based consulting philosophy in all client teams.
- Represented Mercer office heads on task force that designed Mercer’s Career Development program.
- Client projects included the development of a total compensation and benefit strategy for a Fortune 500 manufacturer, evaluating the feasibility of an in-house employee service center for a national healthcare provider and the restructuring of the executive incentive plans of a diversified utility.
- Member of Unit Leadership Group responsible for operations of the 11 offices of the Midwest Unit. 2000 revenues in excess of \$200 million.
- Member of Mercer’s Worldwide Partnership group.
- Co-chair of Mercer’s Organizational Learning Team

**Principal/Office Head, Indianapolis, IN**

**1992-1995**

Managed medium sized consulting office with staff of 25 and revenues of \$6 million. Responsibilities included total P&L and representing Mercer’s services throughout the state of Indiana.

- Restructured office operations to that of a consulting/project management orientation from a traditional processing orientation.

- Served as primary consulting contact for largest clients.
- Projects included the development of total compensation and benefit plans for two manufacturers spun off from General Motors and the redesign of the healthcare plan for a manufacturer with operations in 25 states.

**IUPUI**

**1993-1994**

**Instructor**

Adjunct faculty member of Indiana University Purdue University Indianapolis (IUPUI) in Purdue's School of Supervision. Taught Human Resource and Compensation and Benefits for three semesters.

**WELLS & CO. INC., INDIANAPOLIS, IN**

**1988-1991**

**Vice President Employee Benefits**

Opportunity for equity participation led to joining this regional insurance brokerage organization. Was responsible for start-up and operations of employee benefit practice serving primarily the small and medium employer market.

- Recruited initial staff of six.
- Developed over \$800K in healthcare consulting revenues.
- Member of the firm's executive leadership group.

**WILLIAM M. MERCER, INCORPORATED  
(MEIDINGER, INC.)**

**1980-1988**

**Principal/Office Head, Indianapolis, IN**

**1981-1988**

Managed small consulting office from staff of 12 and \$1.3 million in revenues to staff of 25 and revenues of \$5 million.

- Led office through acquisition of Meidinger, Inc. by William M. Mercer in 1984 with no loss of clients or employees.
- Served as primary client contact for all large clients.

**Consultant (Meidinger), Cincinnati, OH**

**1980-1981**

Consulting responsibilities included retirement and health plan design.

Started career in Benefit Products management with **Lincoln National Life Insurance Company**.

**EDUCATION**

**BS**, Economics, Purdue University.

**MA**, Human Resource/Organizational Development, University of St. Thomas.

### **PROFESSIONAL/COMMUNITY ACTIVITIES**

Board Chair Big Brothers Big Sisters of Greater Minneapolis, Volunteer Greater Minneapolis Chamber of Commerce, Board Member Minneapolis Rowing Club, Member Society of Human Resource Management, Board Member Big Sisters of Indianapolis (1988-1994), Board Member Indianapolis Chamber of Commerce (1994–1995), Deputy Commissioner of Rowing 1987 Pan American Games, Founder, Past Chair and Board Member Indianapolis Rowing Center.