



**McCormick Global Business Solutions
Hunt Valley, Maryland
(Fred Demers, former HR Director)**

In the early to mid-2000's, McCormick & Company launched a large enterprise resource planning system implementation. McCormick Global Business Solutions was charged with leading this effort, comprised of the Information Systems Division and technical experts from across the corporation.

This required design and management of several key HR aspects of the project, while at the same time, participation in building an organization that would support the ongoing success of the project. Several initiatives followed ...

- ◆ Transfer process of professionals back and forth between operating divisions and countries
- ◆ International assignment employee agreements
- ◆ Contract labor management
- ◆ Employee satisfaction surveys and strategies
- ◆ IT Technical Career Ladder, College Intern program, and succession planning
- ◆ Technical recruiting
- ◆ HR processes for an integrated, global operating division
- ◆ Relocation of business unit headquarters