LORI MCMILLAN

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**Human Capital Transformational Leader**

**SUMMARY**

Business-oriented, human capital executive for a public medical technology company highly skilled in developing and scaling diverse high-performance teams while strengthening retention, engagement, and culture and optimizing employee and

operational performance. M&A, IPO, and SOX experience with rapid growth healthcare and technology companies. Develops business partnerships with senior executives and founders: change agent in highly regulated environments and complex markets. Orchestrated restructuring efforts at multiple companies to align with business needs, recently reducing annual G&A expenses by 39%. Managed corporate relocation for public and private companies. Award-winning sales executive with strong business acumen. Excellent communicator, critical thinker, and collaborative leader.

# BOARD EXPERIENCE

Provides expertise to board committees in crucial areas, including strategic planning, compensation, compliance, governance, policy, executive recruitment, and talent strategies that enable the achievement of corporate objectives while promoting organizational efficiencies, inclusion, agility, and productivity.

# EXECUTIVE MANAGEMENT EXPERIENCE

**Viveve Medical, Inc. - Vice President Human Resources** (2017 - Present)

Human Capital Executive for public medical technology company with regulatory approvals in more than 50 countries. Doubled headcount first 8 months. Average retention 88% last 4 years. Proven success in scaling an agile, diverse, high-performance workforce while implementing talent strategies to enhance retention, engagement, inclusion, and company culture. Crisis leadership in pandemic, adaptability, and risk management; strategic and tactical abilities as a vital executive team member.

**The Breakaway Group, A Xerox Company - Vice President Talent Management/CAO** (2011 - 2017)

Served as first Human Capital executive for healthcare technology company with over 1M provider end-users to manage post- acquisition integration with Xerox while doubling the workforce and implementing talent strategies aligned with new business model while reducing OPEX. Key member of executive team contributing to annual playbook, business strategy, and interfacing with Healthcare Provider Solutions Group CEOs.

**AORN-The Association of periOperative Registered Nurses** – **Vice President HR/Director, HR** (2004-2011)

VPHR for OR nurses' association and 501c3 with over 40,000 members. Provided strategic focus to human capital utilizing technology to grow the organization and increase efficiency, engagement, inclusion, and retention. Broad operations oversight in collaboration with CEO and CFO.

**Evolving Systems, Inc.** – **HR Manager** (1994 – 2003)

Created talent acquisition strategies to scale emerging software telecom company, positioning it for the IPO.

**Riviera Concepts of America, Inc. -** (1991-1994) **Neiman Marcus** and **May D&F** (1986-1991) – **Account Executive**

Leader of high-performance sales teams; generated highest YOY sales, most profitable Estee Lauder business in CO.

# AWARDS AND RECOGNITIONS

**Excellent Performer** (2019, 2020) CEO, Viveve Medical, Inc.

**Promise Award** "To Always Leave More Than We Take" (2021) The Breakaway Group, A Xerox Company

**Creating Success Every Time Award** (1998), Evolving Systems, Inc. **President's Club** (1992-1994), Riviera Concepts of America, Inc. - Estee Lauder **Diamond Star & President's Club** (1986, 1990), May D&F - Estee Lauder **Athletic Scholarship** (1982-1986), Colorado State University

# EDUCATION AND CERTIFICATIONS

**B.A. Sociology, Colorado State University**

**HR Executive Leadership Summit, Stanford University Estee Lauder Leadership Program, Vassar College Certified HR Professional (PHR inactive)**