

Strategic HR professional with over 20 years of expertise across diverse industries, including for-profit, non-profit, retail, and education sectors. Results-oriented senior certified HR leader skilled with excellent stakeholder management, collaboration, and communication skills. Coaching leaders to achieve results and make data-based decisions. Significant experience in performance management and employee engagement. Proven track record in driving HR initiatives, fostering employee growth, and enhancing operational efficiency.

Professional Experience:

Vice President of Human Resources

K12 Coalition, 2018 - Present

As a strategic HR business partner, collaborate with the Chief Human Resource Officer, C-level executives, and senior leadership to drive HR strategies aligning with company goals. Direct a comprehensive range of HR functions, including engagement, onboarding, performance management, talent acquisition, training, compensation, and benefits. Successfully transformed retirement plans, resulting in \$150K savings, and implemented HRIS system for performance management and talent acquisition. Championed diversity and inclusion initiatives, elevating candidate diversity by 15%. Oversaw talent acquisition, driving a 100% increase in headcount.

Director of Human Resources

Scott Carver Dakota CAP Agency, 2012 - 2018

Led HR initiatives for a non-profit organization, managing a team of six HR and customer service professionals. Supported executive leadership, directing efforts in compensation, performance management, talent development, employee satisfaction, benefits, and safety policies. Crafted organizational policies, succession plans, and new supervisor training. Successfully guided the organization through critical HR processes, ensuring compliance and enhancing employee satisfaction.

Human Resource Consultant

Minneapolis Public Schools, 2009 - 2012

Managed talent acquisition for 30 administrative departments and several high schools in a complex urban school district. Spearheaded the recruitment of over 1,200 positions annually, both internally and externally. Managed a diverse team, delivering talent management objectives and ensuring smooth HR operations in a highly matrixed environment.

Market Human Resource Manager

Walmart Stores, Inc., 2006 - 2009

Orchestrated HR functions for ten Walmart stores, driving associate and management engagement initiatives. Led organizational development projects, boosting associate engagement from 44% to 76% and management engagement from 56% to 91%. Implemented talent management and succession planning, resulting in promotions for six high-potential managers.

Human Resources Specialist

Hennepin County District Court, 2006

Led HR efforts for benefits administration, payroll, recruitment, retention, training, and ergonomics. Collaborated with a team of HR professionals to enhance employee experiences and operational efficiency.

Human Resources Manager

Command Center, 2004 - 2006

Managed HR functions for multiple locations in a multi-state environment, ensuring compliance and optimal employee experiences.

Human Resources Representative

Banta Corporation (acquired by RR Donnelley), 2003 - 2004

Supported HR operations and initiatives in a corporate setting.

Employment Coordinator

Bethany Homes, Inc., 1999 - 2003

Coordinated employment activities and led all talent acquisition and staffing processes.

Education and Certification:

- Bachelor of Arts in Sociology, Minor in Speech Communication
North Dakota State University, Fargo, ND
- Senior Professional in Human Resources (SPHR)
Human Resource Certification Institute
- Senior Certified Human Resource Professional (SHRM SCP)
Society of Human Resource Management
- Leading High-Performance Teams
Cornell University