

## HR Onsite AAIM Consultants

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### Doug - Executive HR Consultant, MBA

Former CHRO with multi-industry, global leadership experience, spanning people strategy and policy, risk management, workforce engagement, HR team assessment and development, executive compensation, talent acquisition, organizational development, HRIT, and significant HR related M&A due diligence and integration. Industries span Life Sciences, Specialty Chemical, Grocery Products, Fashion Apparel Design and Manufacturing, and others.



### Linda - Strategic HR Consultant, MS Instructional Technology, SPHR

Seasoned consultant working with AAIM members since 2009, with over 25 years' experience across large and small organizations and many industries including Healthcare, Manufacturing, Engineering, Service, Sports and Entertainment, and Non-Profit. Experience includes organizational development, performance management, process mapping and improvement, change management, culture shaping, compliance consulting, handbook development, training, recruitment and employment, and employee relations.



### Keli - Sr. HR Consultant, MBA, SHRM-SCP

Dynamic HR professional with 15 years of HR experience with strong tech savvy and particular strength in HR system evaluation and selection, supported by a broad generalist background including HR function development, acquisition integration, leadership development, compliance, compensation and benefits administration, DOT compliance, and wellness. Industry experience includes Transportation, Retail, Food Service, Hospitality and Commercial & Residential Supply.



**Kerri - Sr. HR Consultant**

Accomplished and results-oriented HR professional with 20 years of experience from small to large organizations and across many industries including Manufacturing, Distribution, Transportation and others. Extensive experience in HR audits, recruiting, training, leadership development, HR systems, employee relations, investigations, benefits negotiation, administering leaves of absence, HR technology, and most other facets within the HR realm.

**Cecily – Sr. HR Consultant, PHR, SHRM-CP**

Experienced strategic and tactical HR professional, with over 15 years' experience in generalist affairs and employee relations. Worked as a leader and individual contributor and has experience with small and mid-size organizations, non-profit and corporate cultures, as well as union environments. Industry experience includes Health Care, Educational Institutions, Financial Services, and Hospitality and Entertainment. Strengths span the areas of employee and labor relations, benefits administration, change management, staff development, HR compliance and audit, training and development, onboarding, HR records management, and mergers and acquisitions. Knowledgeable in a variety of HRIS systems, including Ceridian, ADP Workforce Now, Ultipro, and Paylocity, in addition to the Microsoft Office Suite.

**Beth - Sr. HR Consultant, SPHR, SHRM-SCP, MBA**

Human Resources professional with 20+ years of experience in strategic and tactical management of human capital and talent retention. Experience with small and large organizations. Industry experience encompasses Health Care, Call Center, BPO, Financial Services Environments, and Staffing, including light Industrial recruitment with Kelly Services. Strengths span the areas of HR Compliance, Employee Relations, Talent Acquisition, Employee Development, Change Management, Policy Development, Mergers & Acquisitions, Performance Management, and Total Rewards. Experienced with a wide variety of technologies including Ceridian, ADP, EV4, BrassRing, Virtual Edge, SuccessFactors, UltiPro, Word, Excel, PowerPoint, and Outlook.



### Dale - Executive HR Consultant

Seasoned senior HR executive with demonstrated expertise in significant organizational change initiatives including performance management, new technology implementation, acquisitions and integration. Successful at building organizational capacity for the future through identification and development of leaders. Skilled at collaborating and communicating effectively with all levels of the organization, proficient in developing cost effective, customer focused support services, and managing a decentralized team.

### Erik – Sr. HR Consultant, MPA, SPHR, SHRM-SCP, IPMA-CP (Peoria)

Adept at helping large and small organizations with basic HR support, training and development, strategy development, labor relations, workers compensation, employer relations training, and corrective action processes. Expertise in coaching managers and HR professionals, helping them craft strategies for success and position themselves as leaders in their organizations. Experience with private, public, and non-profit employers of all types and sizes with deep industry experience including School Districts, Government and Union Environments.



### Jennifer – Sr. HR Consultant, MA

Over 14 years of experience as an HR Manager, Generalist and Recruiter, both in the private and government sectors. Track record of helping small to medium-size employers minimize employment risks to ensure financial success through efforts such as HR Reviews that indicate needed improvement or changes to adhere to law and regulations. Experience in both non-union and union environments, and knowledgeable in employee and labor relations. Has built HR departments from the ground up, including but not limited to formulating training, performance evaluation systems, job descriptions, policies and procedures.



### Linda – Expert Benefits Consultant, CEBS

Wealth of knowledge in domestic and global employee benefits knowledge and experience. Assists clients in benefit strategy, plan management, compliance, contract negotiation and employee communication. Experience consulting with Gallegher Benefit Services, Aon Consulting, and WillisTowersWatson. Has worked directly with leaders and benefit committees to provide strategic, plan management, compliance and communication consulting services to Corporate, Governmental and Not-for-Profit clients.



### Lisa - Sr. HR Consultant

Seasoned HR professional with over 20 years of generalist experience. Skilled at recruiting, OSHA compliance, benefits and policy administration, employee relations, performance development, workers compensation, FMLA, on-boarding, training and project management. Extensive experience with various human resources information systems including HRIS, PeopleSoft, and Kronos.

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### Lynsey - Sr. HR Consultant, MA

HR professional with 10+ years of experience and 3 years of management experience in global client groups and matrixed organizations. Specializes in leadership, union avoidance, program management, diversity and staffing. Experienced in hourly and executive client groups. Proven record of adapting successfully to changing business climates and can motivate client groups to accept and embrace changing business goals. Competencies include:

- Employee Relations
  - Training Creation & Delivery
  - Staffing Management
  - IT & System Integration
  - Data Analysis
  - Applicant Tracking Systems
  - Diversity & Compliance
  - Union Avoidance
  - Performance Management & Training
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### Sandy -Sr. HR Consultant, MA, PHR

Experienced HR strategic business partner who has partnered with executive leaders supporting both legacy and development programs in addition to functional organizations including Engineering, Manufacturing (union and non-union), Product Support, Program Management and Quality employees. Holds a broad generalist background, touching all elements of Human Resources including developing and implementing talent development and performance management programs across multiple locations and states.



### Vicki - Executive HR Consultant, MA, SPHR

Successful HR executive with over 20 years of experience across Manufacturing, Healthcare, Education and Nonprofit industries including roles leading HR departments. HR leadership spans small organizations to companies over 5000 employees. Has successfully developed effective management teams and comprehensive human resources programs for single, multi-site, and international organizations. She also has strong knowledge of labor laws, organizational development, performance management, talent acquisition and benefits administration. Specific to the Healthcare industry, she is familiar with OSHA and basic safety for healthcare including sanitation, safe lifting, personal protective equipment, and other areas. Vicki is also up to date on the Affordable Healthcare Act requirements.

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Steve – Sr. HR Consultant, MA, SPHR, SHRM-SCP

More than 30 years of HR and training management experience as an active duty military member and in the non-profit field. Specializes in working to build consensus across various functions, departments, and business units, many with multinational workforces and diverse cultures containing as many as 500 employees. Proven expertise in various benefits and retirement programs, writing job descriptions and employee handbooks, administering grievance programs, budgeting and ADHRP Workforce Now.



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Call us today at 314-754-0182 to speak to one of our  
HR Onsite experts and discover the option(s) that best suits your needs!