

LORETTA DANIELSON, MBA, SPHR, SHRM-SCP

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HUMAN RESOURCES DIRECTOR

Startups | Acquisitions | Turnarounds | High-Growth Organizations

Positioning HR as a Business Partner for Excellence

Strategic and innovative HR Executive who translates business vision into HR initiatives that improve performance, profitability, growth, and employee engagement. Empowering leader who supports companies and top executives with a unique perspective and appreciation that human capital is every organization's greatest asset. Genuine influencer who thrives on tough challenges and translates visions and strategies into actionable, value-added plans.

Signature HR Qualifications

HR Best Practices
Employee Relations & Diversity
Talent Acquisition
Staff Coaching & Mentoring

Organizational Development
Employee Performance Improvement
Leadership Development
HR Policy, Process & Systems Design

Change Management
Workforce Planning & Development
M&A Strategies & Due Diligence
Organization-Wide Consensus Building

Disciplined and flexible problem-solving approach that balances business goals with employee needs.

PROFESSIONAL EXPERIENCE

DOHOVAN CORPORATION | Chicago, IL | \$200M communications & technology service provider

2008 - Present

Director - US & International Human Resources

Recruited to direct HR for US and newly launched international operations. Partner with other directors and senior executives to develop new business initiatives, foster employee engagement, and mobilize talent. Manage \$175M budget.

- HR Organization Leadership:** Moved senior HR executive in Dohovan, directing 4 HR professionals in staffing, recruitment, benefits, executive compensation, training, leadership development, succession planning, HRIS, and regulatory compliance. Heavy emphasis on leading Dohovan through rapid HR change and transformation programs.
- International HR Launch:** Created HR organization - recruitment, staffing, onboarding, training - for both expatriates and local national hires in Brazil, Mexico, and Spain.
- Organization Transformation:** Enabled operational change essential to a 35M reduction in HR costs. Helped to facilitate redesign of core business operations, including 2 site closures and 1 fast-track expansion.
- Fast-Track Acquisition HR Integration:** Streamlined integration of Vuick Wireless Systems, Dohovan's largest-ever acquisition at the time. Ensured strategic alignment of HR with new business objectives and minimized business interruptions through execution of workforce integration plans.
- M&A Due Diligence:** Contributed to senior-level M&A decisions, supporting initial analysis through due diligence and subsequent integration. Enabled business growth by assessing HR cultural compatibility and talent impacts.

UNDERWRITERS LABORATORIES | Indianapolis, IN | Privately owned product testing & certification laboratory

2005 - 2007

Director - Human Resources

Transformed HR into a true strategic business partner in the aftermath of an end-to-end HR restructuring. Championed HR vision while forging sustainable HR infrastructure, systems, processes, and practices. Oversew budget and a staff of 2.

- HRIS Technology:** Drove transition from outdated HR systems into a fully integrated HRIS platform from Oracle. Instantly improved analysis, reporting, and planning capabilities while streamlining daily HR functions.
- Employee Relations:** Introduced proactive employee relations and communications programs to resolve previous labor and management issues and restore the credibility and employee-centric focus of the HR organization.
- Career Coaching:** Rolled out the company's first HR shared services center for delivery of internal coaching services.
- Workforce Expansion:** Ramped up California-based engineering group of 50 new employees in just 3 months.