

LORETTA DANIELSON, MBA, SPHR, SHRM-SCP

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HUMAN RESOURCES DIRECTOR

Startups | Acquisitions | Turnarounds | High-Growth Organizations

Fostering 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-addded plans.

Signature HR Qualifications

| HR Best Practices | Organizational Development | Change Management |
|--------------------------------|-------------------------------------|---------------------------------------|
| Employee Relations & Diversity | Employee Performance Improvement | Workforce Planning & Development |
| Talent Acquisition | Leadership Development | M&A Strategies & Due Diligence |
| Staff Coaching & Mentoring | HR Policy, Process & Systems Design | Organization-Wide Continuous Building |

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

PROFESSIONAL EXPERIENCE

DONOVAN CORPORATION | Chicago, IL | 2000+ | communication & technology service provider | 2005 - Present

Director - US & International Human Resources

Responsible 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 \$150M budget.

- HR Organization Leadership:** Most senior HR executive in Donovan, directing 4 HR professionals in staffing, recruitment, benefits, executive compensation, training, leadership development, succession planning, M&A, and regulatory compliance. Heavy emphasis on leading Donovan through rapid HR change and transformation programs.
- International HR Leadership:** 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 30% reduction in HR costs. Helped to facilitate redesign of core business operations, including 2 site closures and 1 fast-track expansion.
- Pest-Assimilation HR Integration:** Streamlined integration of Viack Wireless Systems, Donovan'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 | Analytical product testing & certification advisory | 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. Oversaw budget and a staff of 2.

- HRIS Transformation:** 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.