

LORETTA DANIELSON, MBA, SPHR, SHRM-SCP

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HUMAN RESOURCES DIRECTOR

Start-ups | 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 goals.

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

DONOVAN CORPORATION | Chicago, IL | \$200M communications & technology services 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 \$135K 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, HRIS, and regulatory compliance. Heavy emphasis on leading Donovan 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 \$5M reduction in HR costs. Helped to facilitate redesign of core business operations, including 2 site closures and 1 fast-track expansion.
- **Post-Acquisition HR Integration:** Streamlined integration of VueX 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 | 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. Oversaw 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,

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GRAYSON INDUSTRIES | Indianapolis, IN | *Enterprise learning and training company*

2003 – 2005

Manager – Human Resources

Joined new management team tasked with revitalizing Grayson following years of instability, internal change, restructuring, and absent leadership. Supported corporate repositioning, guiding recruitment of 100 technical, professional, and management staff for US HQ.

- **Workforce Integration:** Integrated 30+ staff in the aftermath of 2 acquisitions, steering flawless workforce assimilation into core business operations. Contributed to profitable turnaround with >\$1M in first-year savings.
- **HR Operations:** Consolidated HR functions previously managed by several different departments into a single consolidated organization to manage all generalist affairs. Trained and supervised 2 HR assistants.

STANNARD E-COMMERCE, LTD. | Chicago, IL | *Management consulting firm to the e-commerce industry*

2001 – 2002

HR Consultant

Consulted with major online retailers to help them build both on-site and remote workforces. Created staffing models and recruiting strategies to meet each client's unique requirements.

SCANLON INVESTMENT CORPORATION | Chicago, IL | *Financial services venture*

2000 – 2001

Staffing & Recruitment Associate

Hired to manage recruitment and staffing for start-up venture. Helped to build company from an empty suite of offices into a full-scale operation with 35 employees (29 staff and 6 management/executive personnel). Created and implemented hiring policies, procedures, systems, and technologies to support company's long-term growth and expansion.

DRG FOOD SERVICE, INC. | Chicago, IL | *Regional food products supplier to retail and hospitality*

1998 – 2000

Human Resources Associate – Staffing

Managed staffing and onboarding for administrative, customer service, sales, and warehousing personnel.

EDUCATION & PROFESSIONAL CREDENTIALS

MBA Degree – Keller Graduate School of Management – 2008

MS Degree – Organization Development – Loyola University – 2004

BA Degree – Industrial Relations – Loyola University – 1998

Senior Professional in Human Resources (SPHR)

Society of Human Resources Management Senior Certified Professional (SHRM-SCP)

PROFESSIONAL HR AFFILIATIONS

Member – Society of Human Resources Management (SHRM)

Member & Education Committee Chair – World at Work