

TRISHA FARROW, PHR

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EXPERIENCE

Sr. Account Executive, Versique Search & Consulting **November 2019 – Present**
With nearly 15 years of experience in HR leadership roles, I have gained extensive experience partnering with a range of companies to help identify HR solutions. This gives me in-depth knowledge of the challenges and competing priorities that HR leaders and executives face. As a Sr. Account Executive, I leverage my experience and knowledge to help partners find dynamic talent that will help achieve their business goals.

Areas of Specialty:

- Organizational effectiveness, human capital management, talent development, performance management, compensation, organizational design, employee engagement, company culture and employment experience, diversity & inclusion, change management, and leadership development and coaching.

Human Resources Manager, Lifetouch **April 2013 – November 2019**
Consults and partners with executives and field leadership to provide expertise and identify business needs in the areas of human capital management and organizational development including talent development and succession planning, performance management, compensation, change management, culture alignment, employee engagement, and organization design.

- Serve as HR Project Lead on multiple companywide change initiatives including hiring, onboarding and “buddy” program, culture club, leadership training, field transformation, service centers, and photographer engagement and retention
- Partner with executives and key stakeholders to ensure human resources goals are aligned to business strategy
- Critical partner to leadership in ensuring the people plan supports business strategy and budget
- Support, consult and partner with corporate Finance, Systems & Services, Facilities, Marketing, Inside Sales, Yearbook Customer Care, Information Technology, Photographic Operations & Field Execution, Creative Services, and one field region comprised of 20 territory offices
- Partner with Compensation Manager to design compensation and incentive plans for sales professionals and photographers in the field
- Responsible for investigations and decisions related to complex employee relations matters in partnership with legal and Vice President of Human Resources
- Identify and facilitate training programs for both corporate and field populations
- Recipient of VIP Award, Teams Win Awards, and Partnership Award

Human Resources Director, Braun Intertec Corporation **February 2012 – April 2013**
Led a team of Human Resource professionals supporting fifteen different locations in the areas of talent acquisition, employee relations, benefits, payroll, compensation, learning and development and employee engagement.

- Translated the business plan into effective human resource initiatives
- Provided training, resources and coaching for leaders to support best employment practices
- Utilized Lominger tool to identify team effectiveness, roles and responsibilities, core competencies, and process improvement to resolve company issues
- Led employee engagement and diversity & inclusion initiatives
- Served on employee ownership and activities committee
- Led project team focused on revamping new hire orientation and onboarding program for seasonal workforce

Human Resources Client Manager, Cargill Horizon Milling **January 2011 – February 2012**

Led Human Resources activities and partnered with location management to craft people plan for six east coast leadership teams.

- Served as business unit lead for employee engagement and learning & development, and co-lead for diversity and inclusion
- Led strategic workforce planning and talent review sessions for both production and corporate
- Delivered multiple trainings on compensation/total rewards, performance management, diversity and inclusion, development, and employment law
- Nominated by leadership to consult with and revamp the FLOUR committee; focused on women in leadership

Director of Human Resources, MN Timberwolves and Lynx **September 2007- January 2011**

Promoted from Manager to Director

Led a team of Human Resource professionals, oversaw and managed the people plan, talent acquisition, employee engagement, salary and benefits administration, employee relations and risk management.

- Created and implemented new hire on boarding plan transcending from sourcing to interviewing, offers, orientation, employee engagement and cultural satisfaction
- Developed and managed comprehensive internship program; produced over 150% growth in program through partnering with local colleges and universities while providing a revenue stream
- Managed HR budget in a fiscally responsible manner; saved the company over \$100,000 in benefit plan costs from 2008 to 2009 plan year
- Partnered with C-Suite leaders and heavily involved in Executive leadership meetings
- Partnered with Sales leadership to design compensation and incentive plans for sales teams
- Developed and implemented employee recognition & referral programs
- Led the development of the Women in Sports Leadership Council (WISLC) and served as Chair

Human Resource Generalist, Braun Intertec Corporation **December 2005 - September 2007**

Recruited and hired for defined business units within professional services company and processed companywide payroll.

- Conducted compensation analysis and annual benchmark survey
- Administered annual performance review and bonus plan
- Supported and coached managers in conflict/resolution situations and performance management

HR Intern and Crew Member, Kirkwood Resort and Marina **June 2005 – August 2005**

Assisted the manager of the resort with recruiting, interviewing and hiring resort employees as well as served as resort crew member.

EDUCATION**M.A.: Organizational Leadership**, Bethel University

Degree earned 2014

B.A.: Communications & Psychology, Western State College of Colorado

Degree earned in 2005

COMPUTER SKILLS

Proficient in Microsoft Office, SilkRoad Suite, Google+, Jobvite

Prior Experience: Lawson, PeopleSoft, ADP, Oracle

PROFESSIONAL MEMBERSHIPS & CERTIFICATIONS

PHR, Professional in Human Resources HRCI Certification

SHRM, Society of Human Resource Management, Member

Certified Achieve Global Trainer

Certified Korn Ferry Leadership Architect and Voices 360

VOLUNTEER EXPERIENCE

Healing Haiti

Feed My Starving Children

Hosanna

~ References Available Upon Request ~