
JULIE A. DOYLE, SHRM-SCP, SPHR

HUMAN RESOURCES EXECUTIVE

A passionate professional with over 25 years experience in managing and developing people and businesses in a variety of industries. More than 20 years experience as a Senior Human Resources Leader in fast paced, rapidly growing and changing environments. Experience as an entrepreneur, producing win-win strategies by identifying and maintaining the balance between what the business needs to grow and thrive and the needs of the employees. Sought out HR professional to present current HR trends and strategies. A record of accomplishment of leading teams, developing and executing strategy and solving complex business challenges.

AREAS OF EXPERTISE

- Development & Execution of People Strategies
- Development & Facilitation of Training & Leadership Programs
- Identify and Develop High Potential Talent
- Building Partnerships within the organization through a collaborative approach
- Compensation Systems & Strategies
- Pay Equity Strategies
- Culture Assessment
- Develop and Define Career Paths
- Talent Acquisition
- Hiring & Retention Strategies
- Mergers & Acquisitions Due Diligence
- Budget Planning, Development & Control
- Retirement Plan & ESOP Administration
- Strategic Planning
- Change Management
- Legal & Regulatory Compliance
- Benefits Strategy and Administration
- Employee Relations
- Worker's Compensation-Multi-State
- HRIS Strategies & Solutions
- OSHA Safety Programs-Development & Training

PROFESSIONAL EXPERIENCE

HRC, INC., Cincinnati, OH Feb 2019 to Present
HRC Consulting Services is a premier Human Resource and Talent Development Firm

Senior Consultant

In my role as Senior Consultant, I partner with business leaders to tackle complex business challenges around people and processes by offering solution-based consulting and training to achieve a workplace of high commitment and performance.

FIRSTLIGHT HOME CARE FRANCHISING,LLC., Cincinnati, OH April 2017 to March 2018
A National Franchisor of Home Care Agencies providing compassionate in-home care, senior care, and respite care to any adult in need.

Executive Director of Human Resources, Talent Acquisition, Client Care Services

Responsible for developing and executing people strategies that align with the vision and mission of the organization to drive business results. As a member of the senior leadership team leading Human Resource, Talent Acquisition, and Client Care departments I am responsible for creating a strong foundation to accelerate and enhance our national recruiting program. I am charged with overseeing all human resource policies, practices and procedures as it relates to both franchisor and franchisee implementation. I work closely with the CEO and all members of the franchisor team to aggressively identify, evaluate, pursue and enable the highest level of quality care to be delivered through our franchisees.

Direct reports: Director of Human Resources, Director of Client Care Services

Accomplishments:

- Enhanced the curriculum for New Owner Training in areas of recruiting, retention, recognition, and client care
- Implemented system wide ATS and electronic Onboarding system to enhance recruiting and improve the candidate experience

HARLOW-HRK SALES & MARKETING, INC., Cincinnati, OH May 2015 to January 2017
A comprehensive sales, marketing, analytical, and retail support broker for consumer packaged goods manufacturers working with Kroger.

Vice President of Human Resources

Responsible for developing and executing the people strategy within the organization. Responsible for aligning the people strategy with the vision and mission of the organization to drive business results.

Direct reports: Human Resources Manager, Human Resources Specialist, Human Resources Administrator. As a member of the executive leadership team, I worked closely with leadership team and business partners.

Accomplishments:

- Evaluated Human Resources capability and developed a comprehensive people strategy that aligned to our business strategy
- Participated in the strategic planning process for our business-developing the strategy, goals, tactics, and measures
- Completed a comprehensive compensation study, developed the compensation philosophy and implemented the compensation system
- Developed a Training Platform that is scalable to all areas of the organization
- Implemented leadership development programs for high potential associates
- Developed and implemented a highly successful hiring and selection strategy
- Improved the performance appraisal process linking performance to goals and metrics
- Utilized assessments as a development tool to identify skill gaps and define individual career paths
- Developed career paths within organization to build our bench strength
- Identified our core values to cultivate a culture change within the organization

THE BISTRO GROUP, INC., Cincinnati, OH January 2009 to May 2015

A Restaurant Management Group with 2500+ employees owning and operating 33 restaurants, TGI Friday's & McAlister's Deli's in 4 states.

Director of Human Resources

Responsible for driving the strategy and results of the Human Resources function within the organization. Responsible for aligning the strategy with the vision and mission of the organization.

Direct reports: Benefits Administrator, Corporate Training Manager, Human Resources Administrator, work closely with operations leaders and business partners.

Accomplishments:

- Implemented a 360° Feedback process for senior leadership
- Utilized assessments to identify skill gaps in our field management and senior leaders
- Developed career paths for our field management to build our bench strength
- Piloted a new Service Style for corporate franchisor (Friday's) by rolling out and implementing to the field- provided feedback and best practices to Friday's for their use in rolling out corporate training programs.
- Developed a leadership council with key leaders from the field to develop and drive initiatives that align with our strategies
- Successful in cultivating a culture change within the organization
- Developed and implemented a comprehensive hiring and selection process for management positions
- Significantly lowered health care costs the first two years with little change to the level of benefits offered

JAS HUMAN RESOURCES SOLUTIONS, Milford, OH 2007 to 2009

Human resources and business consulting firm.

Principle Consultant

Responsible for business development and client relationships as independent consultant
Facilitate strategic growth for client companies through maximizing human capital

DOWN LITE INTERNATIONAL, Mason, Ohio, 1998-2007

\$100M manufacturer and distributor of natural fill bedding products for retail markets.

Director of Human Resources

Responsible for complete development and effective operation of Human Resources department that ensures open communication flow between management and the employees

Direct reports: Benefits Administrator, Corporate Recruiter, Administrative Support, worked closely with business partners and providers.

Accomplishments:

- Reduced Employee Turnover from 66% to 3%
- Successfully sourced and recruited throughout the organization including executive levels
- Developed OSHA Safety Programs and reduced BWC premiums significantly
- Implemented a self-directed Profit Sharing and 401K retirement plan as Plan Administrator

OTHER REVELANT EXPERIENCE AND VOLUNTEER ROLES

OHIO SOCIETY OF HUMAN RESOURCES MANAGEMENT- STATE COUNCIL, OH 2010 to Present
State Council for Society of Human Resource Management

Ohio SHRM State Director - Volunteer Role (State Director term 2020-2021)

Responsible for leading the Ohio SHRM State Council Board and Council Members to achieve the goals of the state council and support the 25 local SHRM Chapters in the state of Ohio.

Mission: The Ohio SHRM State Council is dedicated to advancing Human Resources excellence through shared knowledge, development, and leadership.

Vision: To be the leading resource for advancing the HR profession in Ohio.

We are a state council affiliate of the Society for Human Resource Management that supports 25 local chapters throughout Ohio facilitating engagement and learning through meetings, training opportunities, and networking.

Conference Committee Member- Volunteer Role

Responsible for all aspects of planning and executing the three day annual Ohio State SHRM Conference for 1,000+ attendees Work in multiple roles rotating each year up to final position of Conference Chair for Ohio SHRM in 2018

Positions held: Past Conference Chair (current role), 2018 Conference Chair, Vice- Chair, Speaker Chair, Arrangements, Exhibitors Chair

Accomplishments:

- Record attendance at annual conference year over year
- A track record of exceeding profit over budget from conference
- As Exhibitor Chair sold 100+ exhibitor booths and premium sponsorships to vendor partners
- Implemented a lead tracking software system for exhibitor to use when networking with attendees

NORTHERN KENTUCKY GRADUATE STUDIES ADVISORY BOARD, Highland Heights, KY Oct. 2016- 2018

Northern Kentucky Graduate School

Volunteer Role

Serve on a board with other business leaders to utilize expertise to provide input on current/future curriculum to meet the needs of the workforce now and in the future

GREATER CINCINNATI HUMAN RESOURCES ASSOCIATION, Cincinnati, OH 2007 to 2018

Local Affiliate of Society of Human Resource Management- 700 Local Members

President- Volunteer Role

Responsible for all aspects of the organization- financial, membership, educational programs, professional development

Lead a volunteer Board of Directors to accomplish organizational goals for a 700+ member chapter

Developed, implemented, and executed the strategic plan- 2011 thru 2016

Facilitate strategic growth of organization through 40+ educational programs each year

Positions held:

Executive Board: Past President (current), President, Vice President, Secretary

Board of Directors: Programs

Committee Member: College Relations, Workforce Readiness, Speakers Bureau

Accomplishments:

- Multiple winner of the SHRM Affiliate Program for Excellence (SHAPE) Platinum, Gold, Silver level
- SHRM Membership SUPER STAR for increased membership- highest in the state of Ohio
- Multiple winner of SHRM Foundation Chapter Champion Award for charitable donations

SCORE Chapter 34- Cincinnati, OH- 2008-2009

Volunteer arm of the Small Business Administration (SBA)

Business Counselor

Counsels business on all aspects from start-up to strategic initiatives.

Facilitate seminars on Hiring and Retention to business owners

Outreach to local universities to encourage entrepreneurial interest in students including speaking at the University of Cincinnati Economics Class

EDUCATION AND CERTIFICATIONS

BS Human Resources Management

University of Cincinnati, Cincinnati, OH

Senior Professional Human Resources, SPHR

Human Resources Certification Institute 2006

SHRM Senior Certified Professional

Society of Human Resources Management 2014

Current Activities

- Member of Society for Human Resources Management (SHRM)