

LISA ELOWSON, MHRM

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EXECUTIVE PROFILE

Senior servant leader committed to building and leading world-class organizations. Vested in conflict resolution, mentorship, training and development, diversity, compensation, benefits, employee relations and talent management. Passionately committed to the mental health and wellbeing of my clients. Proud member of **CHIEF**, a network dedicated to advancing women in all phases of life.

EDUCATION

Keller Graduate School of Management
Masters' degree in Human Resources Management

College of St. Catherine Bachelor of Arts in Oral Communications and Philosophy of Applied Ethics

SPHR Certified

Board of Director roles in Arizona and Vermont

Certifications in Basic, Advanced and Family & Divorce Mediation

Member, Vermont Bar Association

EXPERIENCE

Gather Mediation

January 2023 – Present

Communication. Collaboration. Resolution. A practice that puts peace on the table to settle workplace conflicts, along with family, separation and divorce cases and parenting/child custody matters. Based in VT and spans throughout New England.

[Learn more.](#)

Rhino Foods – Head of People & Culture

November 2021 – December 2022

My People and Culture team was responsible for all activities that enhance the lives of our Rhinos. We are a certified B-Corp, an open hiring and second-chance employer, and have such programs as an onsite addiction recovery coach, a community resource coordinator, and a credit-building payday loan program. I embraced adventure and relocated to Vermont!

Community Medical Services – VP Human Resources

January 2020 – November 2021

Instituted best practices across multi-site operations, developed procedures to scale with company's explosive growth, implemented diversity, equity, and inclusion focused hiring. Conduit to facilitate merger and acquisition activities and became a trusted resource to my internal clients and private equity stakeholders.

- Mapped human resources programs to operations in the areas of legal compliance, compensation, technology, workforce development and succession planning, resulting in increased recruitment and employee retention
- Implemented a pandemic, safety, and critical response plans to manage COVID-19 protocols as an essential service, including remote and tele- services requirements for our teams. Then, drove trauma informed care principles across all sites
- Launched "The People Machine" which measured performance against a balanced scorecard, built platforms for individual accountability and parlayed results into compensation programs at all levels

Bayless Integrated Healthcare – Chief People Officer

September 2017 – December 2019

As the company's first Chief People Officer and partial Owner, I served on the executive team and was accountable for creating the framework for building a best-in-class organization, adhering to our core values, and successfully executing the corporate strategy.

- Designed and perfected a pay for performance program for billable provider and therapist staff
- Doubled the clinical team inclusive of challenging roles such as psychiatrists, licensed therapists, physicians, and leadership positions. Liaison for NHSC loan repayment program.
- Ensured organization was a desirable target for acquisition, participated in stakeholder meetings and ultimately, helped negotiate a seamless transition to a renowned insurance company

GlobalTranz Enterprises Inc. – VP of Human Resources

July 2016 – September 2017

Provided exceptional internal and external customer service to our business partners, C-Suite, PE backers and employees. Led HR merger and acquisition activity in WI, VA, and MN.

- Conducted a needs analysis and replaced the HRIS system with more robust technology, which saved the company \$200,000+ annually
- Maintained strategic partnerships with the US Army and Coder Camps for recruitment of staff nationally
- Slashed benefits costs by over \$100,000 annually by going self-funded on ancillary plans

Southwest Network, Phoenix AZ – VP of Human Resources

August 2011 – July 2016

Responsible for providing legal guidance and compliance, employee relations and investigations, recruitment services, training and development, marketing, and public relations.

- Appointed to Board of Director positions and sat on multiple strategic committees to keep abreast of healthcare changes in our markets
- Rolled-out an overhaul of the benefits package, compliant to the latest healthcare reform regulations, with a recognized savings of more than \$250,000+ per year. Built a wellness initiative to increase awareness of stress management, biometric screenings, a walking program, and nutritional focus
- Established a Cultural Competency committee to maximize our diversity pool and leveraged relationships with over 30 agencies to increase presence in the community.

Automatic Data Processing, Chandler, AZ HR Business Partner for ADP Resource & TotalSource

February 2009 – August 2011

Supported a book of client business worth \$2M+ dollars. My ability to think strategically and to understand a client's underlying business needs guaranteed a return on investment with ADP Resource/TotalSource.

- Turned a moderately satisfied client base into a highly satisfied one in 3 months, increasing business retention by 70%. Recognized by the sales team as a go-to "closer", assisting the segments reach 104% of their annual plan
- Given mentorship responsibility for HR Business Partners in AZ, CA, CO, NV, and UT

Masco Corporation, AZ and MI

January 2005 – November 2008

HR Director for Milgard Windows | Regional Trainer for Masco Corporation

Supported the AZ division of Milgard Windows. Key areas of accountability included proactive employee relations, recruitment, and the capstone for Milgard values, the Milgard Performance System..

- Oversaw all Workers' compensation cases to close, saving over \$2M in potential loss
- Received certification in DDI interview training and Achieve Global and leadership training. Obtained Six Sigma Green Belt through the Juran Institute
- Conducted investigations and compliance audits for several branches across the country, most notably CA and NV
- Recognized as a national training expert for Masco corporation sites, travelled 3 of 4 weeks per month to meet and guide leaders throughout the United States and build courses with global partners

tHRive Consulting and Bizz Boutique – Founder Intermittent Project Assignments

2000 – Present

My consulting firm has assisted clientele with HR staff augmentation in the areas of training and development, offshoring 600 employees, union negotiations, assisting physicians with practice launches, headhunting and outplacement services. This is an intermittent, long-term endeavor of mine. Clients include:

Honeywell Aerospace
Universal Technical Institute
Cold Stone Creamery

Best Western Headquarters RSM
McGladrey
Guidon Performance Solutions

America West/US Airways Insight
Employment Mediation Arizona
Science Center