



Jane D. | CHRO/SVP Human Resources

Senior HR Leader and Communications Strategist driving employee experience through engagement and communication strategies. Over 25 years of experience in human resources and communications for small to large organizations, including global and multi-state operations. Strong track record leading teams, driving employee experience, building world-class organizational cultures, managing employee engagement initiatives, and implementing solutions to drive growth and transformation. Outstanding ability to partner with key stakeholders to understand business objectives, identify gaps, and create change plans to drive employee experience, engagement, and business results.

Professional Accomplishments

- Served on the Executive Leadership Team to drive strategic HR and Communications strategies to build the company's culture, improve employee experience, and align initiatives with core values/mission for a 1,000-employee organization.
- Implemented employee engagement strategies: recognition programs, employee listening strategy, diversity and inclusion, onboarding and orientation, employee survey, and communications.
- Centralized talent acquisition and resources to drive increased speed to hire and improve candidate experience.
- Managed budgets for HR (\$2M), Communications (\$1.5M), and Community Engagement (\$500K).
- Provided thought leadership for M&A to ensure effective integration of employees, systems, and processes through change management frameworks and practices; finalized four acquisitions.
- Implemented ADP and Workday systems across Canada, Mexico, and the United States for over 2,000 employees.
- Managed global culture transformation investment for UnitedHealthcare's 120K employees.
- Created and expanded culture transformation plans (communications, development, coaching, onboarding, orientation, and champions) globally to Brazil, Portugal, and Chile.
- Established Employment Value Proposition to drive positive employee experience and employment branding.
- Developed and implemented DEI plans (talent acquisition, development, succession planning, communications).

Areas of Expertise

- Strategic Planning
- Change Management
- Organizational Culture
- Talent Management
- Employee Engagement
- Learning & Development
- Data-Driven Decision Making
- Internal & External Communications
- Diversity & Inclusion
- Crisis Management
- Talent Acquisition
- Performance Management
- Succession Management

Industry Experience

- Commercial Food
- Agriculture
- Energy
- Healthcare
- Finance
- Retail
- Higher Education

Education & Certifications

- PhD – Human Resources Development, University of Minnesota
- Executive Education – Business Administration, Wharton School - University of Pennsylvania
- Master of Science – Communications, North Dakota State University
- Master of Business Administration – Marketing, Minnesota State University
- Bachelor of Science – Mass Communications & Interior Design, North Dakota State University

Previous Affiliations

- Board of Directors Member
- National Council on Agricultural Education
- Chamber of Commerce Director
- Adjunct Faculty Member

