

Brainard

STRATEGY

Ann Sullivan



Ann Sullivan has over 19 years experience in human resources and training. Her areas of expertise include creating core HR tools and processes that support organizational effectiveness; creating high impact, engaging training and employee development programs; and providing expertise and counsel to employers on a wide range of employee relations and change management issues. She is a skilled coach, communicator, facilitator and presenter.

Her approach to client projects and coaching engagements is comprehensive and focused. During the assessment process, Ann helps clients identify and clarify their objectives. She quickly identifies root cause issues and provides insightful recommendations that are aligned with business strategies and employee needs. She creates workable, cost-effective solutions and interventions, and provides organizations with the

tools, knowledge, and support they need to implement and sustain organization and individual change.

Ann's clients not only engage her for her technical expertise, but also value her thought leadership and business acumen. Her years of leadership experience and expertise in human resources make her a valuable resource to her clients. They appreciate her ability to think strategically as well as tactically about issues, and she brings to the table an unwavering focus on execution. A partial list of recent clients include Pacific Corporate Group, Gino Moreno Enterprises, PIMCO, AGI, RCM, YUM!Brands, Five Point Capital, Invitrogen and Strategic HR.

Ann earned her B.A. in Communications from California State University at Northridge, where she graduated magna cum laude. She is PHR certified.

HR strategy

- Align HR/human capital strategies with business objectives
- Implement HR tactics that differentiate companies from their competitors
- Leverage HR metrics to quantify the return on people strategies

Talent acquisition

- Selection tools that enhance candidate quality and support hiring decisions
- Creative sourcing and employment branding
- Targeted internship and on-campus recruiting programs
- New hire programs that help new employees "hit the ground running"

Talent management

- High potential employee retention and development strategies
- Internal promotion processes and development activities that identify and grow internal talent/create bench strength
- Performance management tools, and processes
- Organization re-alignment/reduction in force

Training & development

- High impact executive coaching
- Management and leadership skills development programs
- 360° feedback debrief and action planning
- Professional facilitation to enhance team and meeting effectiveness
- Customized training programs

Compliance & core HR processes

- HR audits
- HR policy review, development and implementation
- Compliance Training
 - Sexual Harassment Prevention
 - Ethics
 - Employment Laws Managers Must Know
- Effective tools and processes that document employee discipline
- Streamline/re-engineer core HR processes

Employee relations & communications

- Communication programs that clearly articulate Company pay philosophy and employee benefits
- Change management