
Monica Strickland

Senior HR Business Partner

monica.strickland@email.com ♦ (312) 555-0135 ♦ Chicago, IL ♦ linkedin.com/in/monicastrickland

Summary

Senior HR business partner with 12 years of progressive HR experience, now partnering with the COO and supply chain leaders for 1,400 employees across 4 Midwest plants. Leads workforce planning, talent management, change management and employee relations, and coaches senior leaders through restructures using data built in Excel.

Experience

Senior HR Business Partner

Lakefront Foods Company — Chicago, IL — 02/2021 - Present

Senior HRBP to the COO for 4 plants and a distribution center.

- Partner with the COO on workforce planning, closing a **120**-person labor gap in 2024 without agency staff.
- Led change management for a plant closure, transferring 210 roles and keeping 78% of affected staff.
- Run talent management and succession reviews for 60 leaders, filling 70% of openings internally.
- Coach 8 plant and functional leaders on performance management and complex employee relations cases.

HR Business Partner

Windy City Packaging — Elk Grove Village, IL — 04/2017 - 01/2021

- Supported 600 employees across 2 plants and the corporate finance team.
- Cut first-year turnover from 45% to **28%** with a new onboarding and buddy program.
- Designed a labor dashboard in Excel used in weekly plant leadership meetings.

Human Resources Generalist

Northshore Medical Supply — Skokie, IL — 06/2014 - 03/2017

- Handled employee relations, leave and benefits for **350** employees.
- Investigated about 30 cases a year, from harassment to attendance.
- Coached 12 supervisors on documentation and progressive discipline.

Education

Master of Science

Loyola University Chicago

Human Resources

Chicago, IL

05/2014

Skills

Employee Relations	—	Performance Management	—	Talent Management	—	Workforce Planning
Change Management	—	Coaching	—	Excel	—	HR Analytics
Business Acumen	—	Sound Judgment				

Certificates

SHRM Senior Certified Professional (SHRM-SCP)

Society for Human Resource Management

10/2019