

JENNIFER EWALT-JOHNSON MS, SHRM-SCP

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HUMAN RESOURCES DIRECTOR

Strategic Partner

Organizational Leader

Change Agent

Executive Human Resources leader with a proven record of facilitating strategy and change through expert development and management of human resources and business operations. Special expertise in leading top performing cultures. Adept at directing all HR functions and partnering with other business units to leverage skill and talent to meet strategic direction. Experienced in utilizing technologies to improve efficiency and performance. Exceptional leadership and relationship management.

SIGNATURE HR SKILLS

*Strategic Planning
Change Management
Succession Planning
Staff Coaching & Mentoring*

*HR Best Practices
Employee Relations
Talent Acquisition
Policy Design*

*Organizational Development
Performance Improvement
Leadership Development
Legal Claims*

PROFESSIONAL EXPERIENCE

IPMG West Lafayette IN

2013 – Present

Director, Human Resources

Executive Team Member, reporting directly to the CEO. Oversight of HRM, Corporate Compliance & Customer Relations. Oversight of a distributed workforce of nearly 400 remote employees across the State of Indiana. Rapidly changing and growing virtual environment recognized as one of Indiana's Best Places to Work 5 years in a row.

- Reduced employee turnover by 35% over a 6-year period
- Oversight of transition to 100% ESOP in 2017
- Co-created and implemented ipmgLEAD and Emerging Leaders programs
- Lead company initiative leading to "Best Places to Work in Indiana" award 5 years in row
- Lead salary conversion project of 275 employees in 2019
- Improved overall organizational health by implementing robust metric evaluation system
- Lead workforce planning efforts to support company growth of 25% over 3-year period
- Lead strategic plan creation and implementation for 10-year plan
- Create and execute workforce consulting package to market/sell to similar organizations
- Collaborating on diversifying revenue streams to include launch of 2 new internal programs and workforce consulting package
- Identified as interim CEO as needed

IVY TECH COMMUNITY COLLEGE Lafayette IN

2017 – Present

Adjunct Professor

Provide mentoring and instruction to students in areas of Business Administration and Human Resource Management.

STONEGATE MORTGAGE CORP Indianapolis IN

2013 – 2013

HRBP/Compliance Officer

Business partner, reporting to the SVP. Rapidly growing company supporting 800+ employees across the US.

- Created policies and procedures compliant with 48 states

- Assisted in on-boarding 200+ new hires over a 2-month period
- Created talent acquisition plan to meet 50 job requisitions
- Developed commission structure and discretionary incentive plans for sales employees
- Acted as liaison between legal team and executive team regarding compliance breaches and EEOC claims

RIGHT STEPS Lafayette IN

2012 – 2013

Director, Human Resources

Member of Senior Leadership reporting directly to the Executive Director. Non-profit United Way funded agency supporting 200 employees.

- Implemented PTO policy redesign resulting in savings of \$1200 annually per employee
- Reduce employee turnover by 15% in 1 year
- Achieved 20% decrease in payroll costs by execution of timekeeping system
- Implemented new HRIS platform increasing department efficiency by 15 hours per week
- Lead workforce initiative in agency merger

BAUER FAMILY RESOURCES Lafayette IN

2012 – 2012

Human Resources Consultant

Volunteer position collaborating with HR Manager. Non-profit United Way funded agency supporting 200 employees. Oversight of recruiting, leadership development, benefits administration, HRIS management, & job description creation.

INDUSTRIAL FEDERAL CREDIT UNION Lafayette IN

2010 – 2012

Operations Manager

Lead 25 direct reports. Oversight of employee training & development, employee relations, new hire processes, recruitment, performance management, compliance, project management, & business development.

PURDUE FEDERAL CREDIT UNION West Lafayette IN

2001 – 2010

Operations Manager

Lead 30 direct reports. Member of Senior Management Team reporting to the VP. Oversight of employee relations, new hire processes, employee training & development, recruitment, performance management, organization-wide training facilitation, incentive compensation, budget management, & project management.

EDUCATION & CREDENTIALS**PURDUE UNIVERSITY West Lafayette IN****Master of Science** Organizational Leadership & Development

2012

Bachelor of Science Organizational Leadership & Supervision**Bachelor of Arts** Liberal Arts**SHRM**

Senior Certified Professional

Inclusive Workplace Culture Specialty

2016
expected 2021

Six Sigma Green Belt

expected 2021

PROFESSIONAL & COMMUNITY ASSOCIATIONS**IVY TECH COMMUNITY COLLEGE** School of Business Advisory Board Member**SHRM** Member**TAHRA** Tippecanoe Area HR Association Member**TIPPECANOE ARTS FEDERATION** Board Member and Volunteer

INDIANA ESOP ASSOCIATION Member and Conference Speaker

THE ESOP ASSOCIATION ESOP Ambassador

PURDUE UNIVERSITY CENTER FOR CAREER OPPORTUNITIES Volunteer Speaker

PRO BONO CONSULTING SERVICES