

## **Kim Blievernicht**

### Human Resources – Minnesota

#### Overview:

Kim is an accomplished Human Resources executive with extensive human resources experience in healthcare, manufacturing, retail and non-profit industries. Kim's functional areas of responsibility focused on helping companies realize their potential with their existing workforce through training and development, succession planning, policy manuals, employee handbooks, and compliance. Making the recruiting process easier for the hiring manager and applicant was the cornerstone she used to attract top talent. She also created turn-key on-boarding plans and built appealing, unique and accurate descriptions of each company's employment image.

Kim is passionate about helping businesses make the most out of their limited resources. She has the keen business sense to strengthen the link between people and strategy through unique communication tools such as a meeting-in-a-box (video series) supporting front-line supervisor's ability to communicate important information to employees. Kim is also known for accelerating business transformations to improve profitability. Kim secured a grant for 375k from the Minnesota Department of Employment and Economic Development (DEED) to build the new knowledge, skills and abilities of the workforce necessary to grow the business.

Indicative of her attentiveness to relationship building and successful outcomes, Kim has experienced repeat employment roles with several businesses leaders throughout her career. Her deep commitment to working in a collaborative, transparent, and inclusive manner allows her to build lasting relationships.

A Wisconsin native, Kim graduated from the University of Wisconsin-Stout with honors. An avid supporter of the arts and dedicated community volunteer, Kim serves on the board of directors for both Stevie Ray's Improv Company and the St. John's Foundation.

#### Representative Consulting Engagements:

- Led a non-profit Board of Directors to follow a process sourcing and selecting an Executive Director which led to improving the organization's ability to deliver its mission effectively now, and in the future.
- Developed and supported the President's launch of their company's first handbook designed to set policies and consistency in the employment experience in a privately held manufacturer.
- Improved the ability to build capacity and continue aggressive growth objectives of a privately held wholesaler through the development of an appealing, unique and accurate description of the work environment to secure top talent in the role of Estimator/Project Manager.
- In a highly competitive market, sourced educated and engaged front-line leaders and sales associates for a first of its kind start-up retailer.
- On-site Interim HR Manager responsible for performance management, recruitment, safety, employee engagement and benefits administration.