



After 32 years in global corporate Human Resources, **Stacie Thomas** has launched her own consulting firm to bring her passion and expertise to businesses who have project based, interim or short term HR needs. A skilled HR Executive with exceptional generalist skills, Stacie has broad experience with strategy, employee relations, organizational design/development, leadership coaching, compensation, communication, HR systems and more.

Stacie's experience runs the gamut from fast-growth start-ups to small privately held companies to large corporations. She spent over 15 years with **The Walt Disney Company** providing key HR support in just a few of the following areas: the launch of two cruise ships and a private Bahamian cruise island, the significant restructure of international sales and marketing offices for Walt Disney Parks and Resorts, a member of the Grand Opening Task Force for Hong Kong Disneyland (Hong Kong based for one year), and the handling of multiple acquisitions, mergers and divestitures while HR Director for Disney Online.

Stacie was recruited to relocate to Miami, Florida as the VP/Head of HR for **Bacardi USA** and was promoted to oversee North America within 6 months. In this role, she had responsibility for all facets of the function as well as Corporate Services. Stacie's purview for the North America Region spanned the Canada, Puerto Rico and Bermuda offices as well as all offices throughout the US. She saw the organization through significant organizational change, including the onboarding of two global CEOs, two North American Regional Presidents and several leadership shifts.

After 5 years in Miami, Stacie was asked to join **Snap Inc** (then Snapchat) during their early start up and helped them grow from 250 employees based only in California and NY to over 3200 employees and 1200 contingent workers in over 16 countries and 30+ offices around the world. Part of Stacie's oversight included global mobility, immigration, the contingent workforce and she was also instrumental in launching the first ever Employee Diversity Resource Groups at the company.

Most recently, Stacie was recruited to be the first ever Head of Human Resources for **Illumination Entertainment** (home of the Minions), to build out the HR function which had previously been a subgroup within Business Affairs/Legal. During her tenure, she launched the first ever HRIS, implemented employee communications and pulse surveys and ensured a fully functional and efficient department to name just a few accomplishments. Stacie continues to provide consulting services to Illumination.

Stacie's goal as a consultant is to bring her talents to:

- Smaller companies not large enough for their own Head of HR who would benefit from the ability to consult on challenging topics
- Companies who may have a short term project need (such as launching an HR initiative, facilitate an org design or provide layoff guidance)
- Part time HR needs or gap filling (such as a short term coverage need)
- One-off insights within a unique HR function (e.g. international, start-up, internal communications, etc.)

Services available on an hourly, monthly or project basis

staciethomasconsulting@gmail.com 626-298-1879