



Elizabeth Roche, SPHR, SHRM-SCP

Executive Consultant

Elizabeth Roche is an Executive Consultant with Workplace Guardians, Inc. As a Senior Professional in Human Resources, (SPHR) Ms. Roche has more than 20 years of wide-ranging Human Resources experience. Her professional and consulting background is comprised of work in all areas of HR, including compliance, recruiting, safety, management training, employee relations, benefits and compensation, and conducting investigations into allegations of misconduct and harassment.

As a consultant with WGI, Ms. Roche provides both strategic and tactical consulting support for Human Resource departments. She assists clients with issues such as developing and assessing skills of the HR group, investigating misconduct, policy and handbook review or development, auditing personnel practices, overall performance management strategies (including creating new systems for performance reviews), developing HR policies, and creating employee engagement initiatives.

Known for being a skilled and highly effective trainer, Ms. Roche also conducts interactive training sessions that focus on compliance issues, including mandatory sexual harassment prevention training for managers and employees, as well as supervisory and management development. Additionally, she works on curriculum development related to a variety of training topics for WGI. She also collaborates effectively with labor attorneys and has conducted numerous third-party investigations into harassment allegations.

Prior to becoming a full-time consultant, Ms. Roche obtained nearly a decade of experience working as Director of Training for an agricultural trade association. During that time she developed and presented dozens of training modules. The modules concentrated on both supervisor and management skills, as well as training for others in the HR profession. Her work within the trade association also consisted of providing advisory services to member companies on a wide range of HR topics.

In her last full-time staff HR position, Ms. Roche was the National Vice President of HR and a member of the executive leadership team senior management group. In this capacity, Ms. Roche had the responsibility of integrating all current Human Resources Practices into one cohesive department, and was instrumental in the strategic planning of the company as it met the challenges of rapid growth and expanded market share.

Ms. Roche graduated from Occidental College in Los Angeles. She is a member of several HR professional associations including the Society for Human Resource Management (SHRM), Professionals in Human Resources (PIHRA), American Society for Training and Development (ASTD). Ms. Roche has served on the Board of PIHRA and is active in other volunteer leadership positions related to Human Resources and Organizational Development.