

# Katie Stull, MBA, PHR, SHRM-CP

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I am an Executive Human Resources leader that seeks the toughest of challenges, believes in the power of an engaged and appreciated workforce and who consistently delivers exceptional results – all with a smile!

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## Responsibilities & Accomplishments

### Chief Human Resources Officer

#### Des Moines Area Regional Transportation Authority, Des Moines, IA

*December 2016 - present*

- Lead HR team in strategic planning, talent management, compliance, benefits administration & other HR functions
- Manage labor relations in coordination with Chief Operating Officer; investigate harassment and policy complaints; respond to Iowa Civil Rights Commission files.
- Develop and implement organization-wide training initiatives for all employees and managers such as *Performance Management, Harassment in the Workplace, Weingarten Rights, and DART Values*
- Implement HR strategies to encourage organic growth & organizational change initiatives
- Manage Workers Compensation & leave administration processes for efficiency and transparency
- Responsible for organization policy development
- Lead United Way Campaign increasing campaign pledges by over 30% in 2017
- Lead strategic culture initiatives including DART Values and Workforce Readiness initiatives
- Serve as a DART ambassador within Human Resources Professional Groups in Des Moines

### HR Manager

#### Willis Auto Campus, Clive, IA

*August 2014 – December 2016*

- Led HR efforts for more than 350 employees, including sales, service technicians, administrative staff, and leadership team
- Developed and facilitated *Ultimate Guest Experience* training for 100% of managers and employees
- Partnered with brokers to develop and administer benefit strategies: introduced High Deductible Plans with Health Savings Accounts, streamlined enrollment process through employee self-service portal, and drove financial wellness initiatives
- Incorporated candidate-focused talent acquisition strategies to source and hire top talent throughout the organization
- Conducted and closed an average of four employee relations investigations annually
- Developed and implemented updated handbook and operational policies

### HR Manager

#### Hydro-Klean, LLC, Des Moines, IA

*April 2013 – August 2014*

- Led HR efforts for more than 100 employees in three states (Iowa, South Dakota & Minnesota)
- Recruited exempt & non-exempt employees for all positions with average time to fill at 32.5 days for 2013
- Conducted and closed employee relations investigations (6 in 2014, 8 in 2013)
- Coordinated HR strategies for organic and acquired growth
- Partnered with broker to address the challenge of providing and administering benefits that were both valuable and affordable
- Developed and implemented new operational policies
- Coordinated and delivered training to all levels within the organization, including facilitating Crucial Conversations training

### HR Generalist

*January 2011 – April 2013*

### HR Specialist

*May 2006 – December 2010*

#### UTC Aerospace Systems, West Des Moines, IA (Formerly Goodrich Corporation)

- Led recruiting efforts for production and exempt employees with average days to fill of 50.21 days (exempt) and 37.47 days (production) in 2012
- Mentored managers and supervisors in regards to coaching, counseling, developing their workforce and planning for change
- Conducted and closed employee relations investigations (20 investigations in 2012)
- Drove change by developing a leadership approach that included strategically visible management and consistent communication tools
- Actively supported CI activities throughout the organization- participated in/co-lead three events in 2011 that supported increased OTD and inventory metrics and significant increases in 5S scores within Human Resources
- Project Management: participated in UTC Aerospace Systems-wide HR Teams to develop SW for recruiting tools and train EC team members using the tools

## Education

**MBA (HR Emphasis)** Drake University, Des Moines, Iowa

August 2010

**BA Communications** Drake University, Des Moines, Iowa

May 2006

### HR Intern

**Portico Staffing, Des Moines, IA**

January 2006 – May 2006

- Conducted candidate evaluations via phone screen and reference verifications
- Offered superior customer service while covering the front desk and directing incoming calls

## Technical Experience

PC and Mac Operating Systems, Microsoft Office, ADP HRMS EV4 & EV5, ADP Workforce Now, SumTotal Learning Management System, TalentStream, ADP VirtualEdge CMS, UTC Job Connection, HodesIQ, Taleo, SuccessFactors Suite, Infinity Optimize-HR

## Achievements, Awards & Recognition

Greater Des Moines Leadership Institute's Community Connect Program – February - May 2016

Society for Human Resource Managers (SHRM) – Certified Professional – October 2014

Professional in Human Resources Certification – May 2013

Lean Practitioner Certified – October 2010

Human Resource Generalist Certified (SHRM) – November 2008

## Civic Leadership & Volunteerism

Central Iowa Society for Human Resource Managers (CISHRM)

- President, January 2017 – present
- President-elect, January 2016-December 2017
- VP, Workforce Readiness Committee, 2015
- Workforce Readiness Committee Member, 2007 -2015

Prevent Child Abuse Iowa

- Connections Matter Consultant, July 2017 – present

Greater Des Moines Leadership Institute

- Alumni Committee Member, June 2016 - present

Ronald McDonald House of Central Iowa

- Marketing Committee Member, 2016 – 2017

Iowa Make-A-Wish

- Wish Granter, 2015 – present

Women of Willis

- Founding Member/Integrator, 2015 – 2016

United Way Campaign

- Campaign Chair, *various employers* – 2006 – present

Waukee Chamber Member, 2016 - present

Society for Human Resource Managers– Member since 2005

Central Iowa Society for Human Resource Managers – Member since 2006

Event Participant/Volunteer

- Immigrant Entrepreneurial Summit Speaker, November 2017
- Greeter & Reader for Lutheran Church of Hope Waukee, 2016 - present
- Mentor to Drake University students, 2010-present
- Resume Critiquing with Drake University, 2009 – present
- Alumni Networking Participant with Drake University, Spring 2014
- LLS Woman of the Year Campaign Manager for Natasha Phillips, 2014
- Bike World Part-time Associate (outlet to fuel my passion for biking and serve the female biking community), March 2012 - present