

Gayle Randa, Partner



Gayle, a Human Resources Executive, has provided guidance and leadership to multi-state, multi-site organizations for over 20 years. She has extensive hands-on experience leading HR initiatives including strategic planning, mergers and acquisitions, policy and procedure development, compensation and benefits, performance management, employee engagement, organizational and leadership development, and culture transformation.

To deliver HR solutions that have a positive impact on the business, Gayle believes that you must start with a HR Strategic Plan. This plan will act as a conceptual road map, guiding HR through short-term transitional changes to fully optimizing HR performance, resulting in increased efficiencies, cost savings and a motivated engaged staff.

HR Strategic Planning

HR Strategic Plans aligned to goals, objectives, and mission of the business through extensive planning, analysis and management of human capital.

- Administers employee engagement surveys and implementation plans
- Reviews compensation structure including guidelines, grades & ranges
- Develops recruiting, hiring and onboarding strategies
- Selects and manages HRIS implementations
- Develops succession planning strategies and execution plans

Policy & Procedure Development

HR Policies and Procedures that reduce risk, promote consistent and fair treatment, meet regulations, and diminish practice variability

- Develops HR policy and procedure manuals
- Updates employee handbooks
- Conducts company-wide job analysis including titles, essential functions, scope, working conditions and reporting structure.
- Designs standardized HR forms and tools

HR Effectiveness Assessment

Solutions to improve the HR process ensuring greater efficiency, effectiveness, insight, and synergy.

- Designs HR workflow improvement processes
- Develops employee communication plans
- Audits for Federal and State regulatory compliance
- Recommends HR metrics and other tracking mechanisms

Professional Experience:

Experience on Demand - Partner (2017 - present)
Randa Consulting - Managing Partner (2016 - 2017)
Ascension Senior Living - CHRO (2014 - 2016)
Via Christi Villages - VP, Human Resources (2001 - 2014)

Education:

Webster University - Masters of Human Resources Development
Wichita State University - Bachelor of Science, Human Resources Management