

LeighAnn Hanrahan

Summary

Goal driven HR and talent acquisition leader with an agile, strategic mindset. Trusted business partner with strong collaboration skills and creative problem-solving abilities.

Education

MBA | CARDINAL STRITCH UNIVERSITY

- Major: Business, Leadership and Operations

BA | UNIVERSITY OF WISCONSIN - WHITEWATER

- Major: Communications/Public Relations
- Minor: Human Resources

Community Work

- **PRESIDENT, BOARD OF DIRECTORS| THE GATHERING OF SOUTHEASTERN WISCONSIN**
- **GOVERNORS COUNCIL ON WORKFORCE INVESTMENT**
- **MILWAUKEE HEALTH DEPARTMENT – MKE ELEVATE, HEALTHY BUILT ENVIRONMENT**

Work Experience

VICE PRESIDENT, HUMAN RESOURCES| CENTERS FOR INDEPENDENCE| MAY 2023 – PRESENT

- Directs the strategy and management of all human resources practices, including talent acquisition, retention and development, performance management, workforce planning, organizational development, employee engagement and communication. Engages key stakeholders to establish cultural principles for the organization and create a best place to work strategy that contributes to the retention and happiness of staff. Captures and analyzes meaningful people analytics and tools to tell the people story and identify issues impacting the workforce across the organization. Creates organizational development plan to meet the needs of the agency and employees, provides counsel for leaders in accomplishing employee relations and people management while managing labor agreements. Researches, develops and recommends policies and procedures.

TALENT STRATEGY CONSULTANT | PATINA – A KORN FERRY CO. | MAY 2022 – MAY 2023

- Conducted a needs assessment/current state analysis, review of labor market trends and internal barriers to success to create a long-term talent acquisition strategy for production workers at a multi-state manufacturing organization. Recommended recruitment brand strategies, fresh talent pools, upskilling programs supported by mentoring and KPIs. Partnered with leadership to determine the right solutions and created an implementation plan with short- and long-term solutions.

CHIEF HR OFFICER | OUTREACH COMMUNITY HEALTH CENTERS | MARCH 2019 – MAY 2022

- Developed an employee retention strategy, resulting in a 10% reduction in turnover. Established a talent acquisition process, increased candidate pools, and strengthened candidate experience. Conducted an internal and external compensation analysis/market study organization wide and implemented new compensation programs supported by performance metrics. Facilitated succession planning program, developed policies and procedures and provided oversight for Federal and State Regulations as a government contractor. Coached leaders through tough employee relations situations and managed workplace investigations and sensitive employee issues. Negotiated annual insurance contracts, recruited physicians and senior leadership positions. Presented monthly HR reports to General Board of Directors and Finance Committee.

TALENT ACQUISITION CONTRACTOR | ADVANCED RESOURCES/ENTERFORCE | SEPTEMBER 2017 – MARCH 2019

- Client support of talent acquisition programs including recruitment projects for a multi-union energy company and vendor program management for mid-sized occupational health organization.

SYSTEM MANAGER, TALENT ACQUISITION | FROEDTERT HEALTH, INC | OCTOBER 2012– JUNE 2017

- **Manager, Physician Recruitment** – Developed physician recruitment and onboarding strategies for 20 primary care and specialty clinics. Improved candidate experience programs from first contact through first 6 months of employment. Managed workforce development plans for 3 new clinics and 5 clinic expansion programs. Liaised immigration process for international hires, negotiated physician contracts, centralized/managed contracted labor and locums programs, developed metrics dashboard and reports for senior leadership.
- **System Manager, Talent Acquisition** – Guided a team of 14 recruiters and support staff to manage an average of 500 open positions/month for 3 hospitals and 20 clinics. Partnered with HR and hiring leaders to create recruitment strategies for tough to staff programs, designed workforce plans for multiple expansion programs, including 3 new clinics and the addition of a new hospital wing. Implemented new applicant tracking system, created a metrics dashboard and managed operations for full-cycle recruitment process.

SYSTEM MANAGER, TALENT ACQUISITION | PROHEALTH CARE | OCTOBER 2011– OCTOBER 2012

- Guided a team of 7 recruiters with an average of 150 open positions/month for 2 hospitals and 6 clinic locations. Developed short and long-term recruitment strategies for exempt and non-exempt roles, managed full-cycle recruitment process, created and analyzed weekly recruitment metrics, developed a social media strategy including use of Facebook, Twitter and YouTube, managed contract hire and locum program, lead full-cycle recruitment operations.

PHYSICIAN/SCIENTIFIC AND HEALTH CARE RECRUITER | ZIMMER ABEL ASSOCIATES, LLC | JANUARY 2009– OCTOBER 2011

- Developed a national network of clients in the healthcare and biotech/pharmaceutical industries, recruited physicians for specialty practice and Medical Director roles. Recruited scientific positions for the biotech/pharma market including scientists, chemists and lab leadership.

***More work experience upon request*