HR STUDIO GROUP, LLC

HR Boot Camp
Studio Style

Our boot camp isn't like others you may have heard about. We tell you what to do AND how to do it. We provide participants with real life scenarios and discuss real world on-the-job issues that your managers have experienced. We don't talk about *what ifs*, we talk about *what happened, what could have happened,* and *what should have happened* so the next time a manager faces a similar situation, the movie reel replays to *what could have happened* and then it does happen.

What is it?

HR Boot Camp provides basic human resources skills in an easy-to-understand format that is presented in a way that non-human resources professionals can understand and put into practice. Our *keep it simple* approach offers tangible solutions to every day personnel dilemmas and sticky situations. While it's best to leave the more complicated employment regulations to individuals whose training and experience is in human resources, day-to-day managerial and supervisory skills can be learned.

How do we do it?

Through a series of managerial and supervisory training sessions, complete with homework and classroom interaction, participants will gain an understanding of both how and why employment situations are handled the way they are handled. We discuss employment regulations, best practices, and industry-specific challenges, all within the backdrop of the employment life cycle.

What do you get?

Step-by-step instruction is provided and *best practices* templates are provided for participants to use during HR Boot Camp and after in their organizations. Supervisors and managers who are working together daily become more engaged in their own jobs when they are provided with the tools they need to be successful. They develop self-confidence in their abilities because they have a roadmap for the future, which is built on employer expectations and employee accountability.

Why do you need it?

When managers and front-line supervisors have basic human resources skills, they are HR business partners with your organization. They understand not only what they are doing, but how your business practices are developed. They understand the *why*.

For more information on how HR Studio Group, LLC can help your organization, contact Deb at **deb@hrstudiogroup.com** or visit **www.hrstudiogroup.com**.

Who are you working with?

Deb Whitworth, SPHR, SHRM-SCP is Owner and CEO of HR Studio Group, LLC. In 30 years of human resources management and leadership experience, she has helped a variety of nonprofit and for-profit services and industries build and maintain compliant cultures of excellence. Deb was appointed by the Governor of Maine as Commissioner with the Maine Human Rights Commission in 2011 to complete an unexpired term and reappointed to fill a full five-year term in 2012. An outspoken advocate for disability rights, she was pleased to be elected in 2015 to the board of The Cromwell Center for Disabilities Awareness. Named the Maine HR Leader of the Year in 2012, Deb is a frequent presenter on human resources and compliance topics at conferences and business functions, she is also an instructor in the HR Certificate Program at University of Southern Maine, Adjunct Faculty at Thomas College and a guest lecturer at University of New England. Deb leads the SHRM-SCP/SHRM-CP Certification Preparatory Course at University of Southern Maine.

Erin Greene is Firm Administrator for HR Studio Group, LLC. She has a nearly a decade of business management experience in the fields of sourcing and recruiting, administration, staffing, and training. Erin is skilled in resume building and has conducted workshops with the Preble Street Resource Center for their career development classes. She has also worked with and supported special needs students in a high school vocational program. Erin currently volunteers as a Girl Scout leader for a local troop.

Lynn Kelley is new to the team as Corporate Trainer. For the last 21 years, Lynn has dedicated her career to the management, training and education of others. She spent seven years in a management position where she was responsible for the leadership, development and growth of her team. Lynn also has a lengthy and diverse background in corporate training. She has been responsible for the development of two training departments, one focusing on technical skills, and the other on human resources training. She successfully managed and grew both departments from their inceptions. Within those departments, Lynn was responsible for developing, executing, and delivering several types of training for every level of employee. She has been passionate about training and education ever since. In recent years, Lynn has been working with children as a preschool and substitute teacher for pre-K through eighth grade. She is certified and specializes in special needs education. Lynn spends her free time volunteering. She spent four years as a treasurer for her local hockey boosters organization, volunteered countless hours in her local school system, and taught faith formation classes. She currently volunteers at a local meals program.

Susan Wasserott recently joined the firm as Human Resources Management Specialist. With more than 25 years of experience in human resources management, Susan specializes in management development and employee relations. She began her career in communications and human resources at The Vanguard Group, in Valley Forge, Pennsylvania, where she designed and presented corporate orientation programs for the growing investment firm. While earning her Master's Degree, Susan served as the Human Resources Director for two manufacturing and construction facilities, and later as the Human Resources Manager at the start-up of a new industrial facility, Sathers Inc., in Pittston, Pennsylvania. After moving to Maine in 1994, Susan became the Human Resources Manager for Mid Coast Health Services, a full-continuum healthcare system in Brunswick, Maine. While working there, Susan wrote and hosted a cable television show called *In My Backyard,* which aired on Bath Community Television for two seasons. She later embarked on a career in State government, during which she worked for the Maine Speaker of the House and later served as the Director of Legislative Affairs for the Maine Department of Labor. Susan holds a Bachelor of Arts degree in Psychology from Wilkes University, in Wilkes-Barre, Pennsylvania, and a Master of Science degree in Human Resources Administration from the University of Scranton in Scranton, Pennsylvania. She is a graduate of Leadership Wilkes-Barre in Wilkes-Barre, Pennsylvania, and the Midcoast Maine Leadership Institute in Brunswick, Maine. During her sixteen years working in healthcare, Susan was a member of the Maine Society for Healthcare Human Resources Administration and also served on several non-profit boards.