

## **MICHELLE NEAL**

Associate

Michelle Neal has over 15 years of experience in the public and private sectors designing, implementing, and administering human resource programs. She has extensive knowledge as a generalist with specialist experience in employee relations, employment law, human capital management and human capital planning, corporate strategy and execution. Michelle's experience includes mergers and acquisitions, immigration, and employee development and training. She is certified as a Senior Professional in Human Resources (SPHR) by the Society of Human Resource Management and received the HR Service Excellence Award from HR Solutions, Inc.

### **KEY SKILL AREAS**

- Human Capital Planning
- Human Capital Management
- Mergers and Acquisitions
- Employment Law
- Employee Communications
- Competency-Based Performance Management

### **CONSULTING ENGAGEMENTS**

- Facilitate and design comprehensive, goal-oriented, employee-engaged but management-focused human capital plans for government, commercial, and not-for-profit clients.
- Create organizational development systems that encompass skill inventories, career ladders, goal alignment, succession planning, and related compensation programs.
- Audit processes and procedures, and assist in the development of handbooks, policies, and appropriate training.
- Serve as project manager for human resource technology system implementations, and mergers and acquisitions.
- Assist in decreasing employee turnover through internal communication programs, employee surveys, benchmarking, and program development.

### **EDUCATION AND CERTIFICATIONS**

- MBA: University of Mary Washington, Fredericksburg, VA
- BS: Strayer University, Fredericksburg, VA
- Senior Professional in Human Resources, Society of Human Resource Management

### **RECENT CLIENT LIST**

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