

PAMELA MAURER, MBA, PhD

Portland, OR area | pmaurerphd@gmail.com | 530.615.1349 | <https://www.linkedin.com/in/drpmmaurer/>

A passionate and strategic HR leader with 10+ years of experience, I excel at partnering with leaders to build performance-driven cultures. My expertise lies in coaching and mentoring people leaders, fostering positive labor relations, and driving talent acquisition success. Through a proven track record of reducing grievances, modernizing practices, and leading complex business transitions, I consistently deliver impactful results that align with organizational goals.

Core Competencies

Coaching | Employee & Leadership Development | Cross-Functional Collaboration | Talent Acquisition/Recruiting | Employee & Labor Relations | Change Management | Mergers & Acquisitions | Continuous Improvement | Performance Management | Human Capital Planning | Organizational Design | Compensation | Regulatory Compliance

EXPERIENCE

GEORGIA PACIFIC Clatskanie, OR

2021 - 2023

Sr. Manager, HRBP

Managed HR functions for approximately 700 employees in a union facility. Partner with mill manager and site business unit leaders to identify and develop people initiatives that align with business goals. Primary focus includes coaching and mentoring, workforce planning, and labor relations.

- Coach and mentor department managers and supervisors to better understand their potential and for retention purposes; collaborating with supervisors to resolve conflicts on their teams; coach union members through individual and team meetings to build rapport and capability; coaching employees when needed during disciplinary meetings; use the challenge process to coach supervisors and managers to think differently and consider other options; build PIPs and IDPs with supervisors to improve capabilities of hourly and salaried employees.
- Lead development of year over year workforce planning initiatives; partner with each department to develop recruiting strategies for difficult to hire positions; quarterly talent reviews; align staffing targets by departments; partner with RPO for hourly hiring; and Talent Acquisition team for salaried hiring. Successfully hired ~250 non-exempt employees and ~20 exempt employees within a 12-month period.
- Company standing committee chair during regular union meetings; lead disciplinary union meetings; manage grievance process; manage union appeals hearings; continuous efforts to improve relationship with local union between HR and operations through listening and discussions; align with union to implement base wage adjustments to positively influence retention; facilitate ladder of progression discussions between department leaders and union, including building the strategy.
- Conduct employee listening initiatives to understand employee sentiments on how well the mill is functioning. Began with stay interviews from areas of the mill that were seeing increased turnover in salaried positions across the whole organization. Followed by analysis and presentation of aggregated results to leadership, with recommendations for improvement.

INGERSOLL RAND INC. (Gardner Denver Thomas, Inc.) Sheboygan, WI

2018 - 2021

HR Manager – North America Medical Segment

Managed HR functions for nearly 400 employees across six locations in five states/five brands with three different unions. Partnered with HR leaders, General Managers, European leadership team, and division leadership teams to align people initiatives with business goals. Oversaw restructuring initiatives including organizational design, risk, and mitigation strategies. Led budget review for promotions, merit, and equity requests. Supported labor relations, including contract extensions, negotiations, and grievance discussions. Led divisional recruiting efforts and conducted interviews for senior level and technical roles.

- Collaborated with global project team to create competencies for individual contributor and people leaders to build a global foundation of performance management following merger of two large organizations in 2020. Contributed to global organization development project team to develop, communicate, and train on new employee and leader development guides, rolled out with new performance management tool.
- Turned around a union facility that averaged 10 grievances per year, with 2 arbitrations scheduled and an active NLRB case; reduced grievances to 1-2 per quarter within 12-18 months, which were resolved through employee discussions.

PAMELA MAURER, PhD

Portland, OR area | pmaurerphd@gmail.com | 530.615.1349 | <https://www.linkedin.com/in/drpmmaurer/>

- Led Policy Deployment initiatives for employee engagement, resulting in YOY increases in Gallup Survey during 3-year project from 2017 to 2019. Drove weekly Engagement IDM for engineering, sales, and operations by 3 to 6 points over prior survey via new GLINT Engagement Survey initiative.
- Led and conducted employee listening initiatives at 3 different locations to determine what worked, what didn't work, and what the employees believe could be done better. Initiatives were developed to address many employee comments and observations.

Gardner Denver Thomas, Inc. Sheboygan, WI

2016 - 2018

Human Resources Generalist

Led human resources functions for ~150 employees across four locations/brands in three states with one union. Supported business leaders with employee relations, recruiting, compliance training, compensation, and benefits. Conducted new hire orientation and on-boarding processes. Partnered with managers in developing and administering performance improvement and employee development plans.

- Partnered with operations manager to grow a facility from less than \$1M/month to ~\$1.2M/month within 3 years through targeted training programs, purposeful turnover, performance management, and strategic talent recruiting.
- Successfully negotiated a more stringent absentee policy to improve a chronic absentee issue at a union facility; the facility did not have any terminations due to absenteeism within the first year of the new contract.
- Implemented reduction in force and supported relocation of operations of new acquisition from California to Louisiana.

Gardner Denver Thomas, Inc. Grass Valley, CA

2015 - 2016

Contract Human Resource Generalist

HR team member during the transition period at TriContinent Scientific, Inc. after being acquired by Gardner Denver Thomas, Inc. The HR team was distributed between 3 locations in the US, with executive HR leadership located in Germany. Primary role was to support the human resource functions during the acquisition.

EDUCATION AND CERTIFICATIONS

PhD, Industrial & Organizational Psychology/International Business | Walden University, Minneapolis, MN

Dissertation Title: "*Resources, Demands, Engagement, and Resilience as Factors Limiting Human Resource Professional Burnout*"

MS, Industrial & Organizational Psychology/General Practice | Walden University, Minneapolis, MN

MSc, with Commendation, International Human Resources Management | Northumbria University, England, UK

Dissertation Title: "*Learning Transfer: Are there links between organizational culture, employee motivation and supervisor support that affect the transfer process?*"

MBA, with Concentration in Leadership | Walden University, Minneapolis, MN

Assoc. CIPD: UK Qualification | Chartered Institute of Personnel and Development (CIPD)