



Heather Carnes, MS, SPHR, SHRM-CP, Founder & CHRO

# HR CONSULTANT BIO



## Get To Know Me.

Heather brings 17 years of experience in the HR field and worked in small-to-large companies and Fortune 500 environments. While serving as a military spouse, she had the opportunity to gain Human Resources and Talent Development experience across a variety of industries, including a public utility, food retailers, healthcare, manufacturing, legal, quick service restaurants, and non-profits. Today, Heather is the owner of Envision HR, LLC, and serves as an Adjunct HR Management professor at two award-winning online universities. Her volunteer work includes serving on the Board of Directors for a non-profit focused on supporting our U.S Military, Veterans, and military spouses. She also leads the non-profit's Human Resources Committee.

Heather's extensive experience in the full spectrum of HR programs allows her to guide executive teams and direct key HR and Talent Development functions. With her servant leadership style, she serves as a trusted adviser to HR Teams in planning and managing strategic HRM change initiatives to drive business success. Her background also includes work as an HR Director, HR Consultant, Organizational Development Manager, HR Manager, HR Analyst, Recruitment Specialist, and Training & Development Specialist for six U.S. companies. Her early career includes a role as Lead Instructional Designer for a Fortune 500 company, and she is an employee engagement and talent development expert. She also has a passion for developing HR talent providing pro-bono HR mentoring for 3-5 HR professionals at any given time.

Heather earned an M.S. in Human Resource Development from Rochester Institute of Technology. Heather maintains a Senior Professional Human Resources (SPHR) certification and is a Society for Human Resources Management Certified Professional (SHRM-CP). She is a member of SHRM, NOVA SHRM, World at Work, and the Association for Talent Development.

**Core Expertise:** Strategic HR Management, including workforce planning (recruitment & employment), employee relations and engagement, training & instructional design, performance management, succession planning, job analysis, organizational development, HR process mapping, HR policy, HR compliance and risk management.





## How Envision HR, LLC Supports Your Business & Employee Success.



### MANAGING, DEVELOPING, & ENGAGING YOUR TEAM.

We have a passion for small business and offer competitive HR advantage through high-impact HR and Talent Development solutions. We partner with you and your team driving success across the entire HR function.

- Talent Development Programs (Training, Performance Management, Succession Planning, Career Development, Onboarding).
- Employee Relations & Employee Engagement Programs (Policy, Coaching, Communication).
- Talent Acquisition (Strategic Recruitment & Employment; Veteran Hiring Programs).
- Risk Management (HR Compliance, Risk Assessment, HR Audit, 1-9 Audit).
- Organizational Development (Culture, Change Management, Organization Structure, Job Design).
- Total Rewards Programs & Policy (Compensation, Employee Recognition).



### HOW WE WORK.

We are servant leaders, with 24/7 service mindset. Renowned for our optimism and ability to engage and adapt to the needs of individual employees, regardless of position or seniority.

- We manage strategically and drive HR business success through data-based analysis and decision making.
- We champion the HR vision. We engage and develop talent.
- We serve as change agents.

### How can we help you and your business succeed today?

Hire Envision HR, to develop HR plans and programs that encourage and support behaviors that impact employee engagement. We are your talent development, talent acquisition, employee relations, and HR compliance partners.



- Email: [heather.carnes@envision-hr.com](mailto:heather.carnes@envision-hr.com)
- Connect with us:  
<https://www.linkedin.com/company/envisionhrllcconsulting>

*"Deep Employee Engagement is the bedrock of excellence."  
- Tom Peters*