

Catherine Decker

614 Pine St, Lino Lakes, MN | catherine1decker@gmail.com | 763.360.6144

EXPERIENCE

Chief Human Resources Officer

1/2019 – Current

PursueXcellence

Scope: Provide exceptional HR consulting services at boutique, results-oriented consultancy.

- Provide fractional, strategic and tactical HR & business consultation across industries and to businesses from pre-start-up to \$2B in revenue and 0-1,500+ employees on critical topics such as Benefits Strategy, Culture, Employer Brand Development, Compensation, Compliance, Disciplinary Action, Risk Management and Cost:Benefit decisions.

Vice President, Human Resources

4/2010 – 4/2019

Outsell

Scope: Progressive experience from hands-on generalist to hands-on leader, while always a true partner in business, for high-growth, results-oriented FinTech SaaS company self-proclaimed as the “Google of the Midwest”.

- Leverage internal and external data to inform strategic decisions, champion company-wide People Priorities and ensure compliance in areas of compensation, benefits, talent management and employee lifecycle.
- Establish & evolve a comprehensive HR discipline, recruiting and mentoring a high-performing team of HR professional dedicated to strategic talent and business initiatives.
- Scale and mature the organization leveraging executive partnerships and exemplify stewardship of G&A while executing strategic talent- and business-related initiatives such as total remuneration, equity, culture development and more.
- Orchestrate a range of people-related strategies, including the implementation of an HRIS, optimization of performance management processes, regular review of compensation and benefits, internal employee satisfaction surveys, and external surveys such as Best Places to Work.
- Provide executive consultations on talent management, addressing performance issues, leadership transitions and delicate employee relations matters.
- Assess, consult and advise on organizational development and provide collaboration and support on organizational effectiveness, organizational design, and change management especially during times of rapid growth.
- Mature, maintain, advise and execute on compliance related topics in areas of compensation and benefits, talent management, employee lifecycle and due diligence.
- Manage the strategy, integrity, reporting and function of the CRM to uphold accountability, accurate forecasting to enable achievement of organizational strategic goals, Sales Team management, Financial Planning, Hiring, Professional Development and communication to investors and stakeholders.

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PUBLICATIONS

- Forbes Magazine Author
- Forbes Human Resources Council Member

AWARDS

- HR Executive Rising Star: 2016
- Star Tribune Top Workplace: 2012, 2015, 2016
- Deloitte's Fast 500: 2012, 2013, 2014
- Inc. Magazine's 500|5000 Fastest Growing Private Companies: 2011, 2012, 2013, 2014, 2015
- Inc. Magazine's Hire Power Award: 2012, 2013
- Minneapolis/St. Paul Business Journal Fast 50: 2012, 2013

EDUCATION

- MBA, Carlson School of Business, University of Minnesota
 - Study Abroad New Delhi and Bangalore, India
 - Study Abroad Beijing, China
- BFA, Dance Performance, Northern Illinois University

CERTIFICATIONS

- SHRM-SCP Certification (inactive)
- SPHR Certification (inactive)
- PHR Certification (inactive)

VOLUNTEER SERVICE

- Youth Leadership, Board Member
- Youth Leadership, Leadership Transition Committee Chairperson