

# KRISTIN AMBUSKE

(614) 352-9152

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COLUMBUS, OH

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■ Culture Cultivator ■ Purpose Driven HR Leader ■ Trusted Advisor ■

■ Optimizer of Potential ■ Transformation Engineer ■

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## PROFESSIONAL EXPERIENCE

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### **CHIPOTLE MEXICAN GRILL - Columbus, OH**

*People Experience (HR) Director*, June 2022 to May 2024

*Senior People Experience Manager*, February 2021 to June 2022

*People Experience Manager*, March 2019 to February 2021

- ❖ Led a strategic HR Business Partner team; collectively supporting 1,000+ corporate employees, across all business functions within the US
- ❖ Developed talent strategies that enabled growth and transformation, in partnership with Centers of Expertise (Talent Development, Total Rewards, Talent Acquisition, Legal, and People Technology)
- ❖ Supported sustainable pipelines of internal talent via succession planning and talent calibrations
- ❖ Elevated leadership capabilities through curated curriculum, development programs, and coaching
- ❖ Led organizational design changes to support business growth and stabilize operation; from inception to implementation with thoughtful change management
- ❖ Guided DE&I culture shaping programs and communications strategy; including establishment and management of Employee Resource Groups (ERGs) as a vehicle to drive employee engagement
- ❖ Counseled executive leaders and people managers through complex and nuanced performance management and employee relations cases
- ❖ Managed workforce planning processes that address resource needs in a fiscally responsible way; utilizing org design, position management, and promotion cycles
- ❖ Advisor to international HR leader; supported the creation of an ex-patriate and global mobility program
- ❖ Oversaw and supported HR processes including: annual compensation planning, employee engagement surveys, benefits open enrollment, and performance management cycles

### **LA SENZA - Columbus, OH (former subsidiary of L Brands)**

*Human Resources Manager*, October 2017 to March 2019

*Senior HR Generalist*, May 2016 to September 2017

- ❖ HRBP aligned to new market brand expansion; Client groups included: corporate functions, store operations, emerging US stores, and international field leadership
- ❖ Supported organizational transition and change leadership during a company acquisition; during company sale from Publicly traded brand to Private Equity ownership
- ❖ Created talent expansion strategies with operational leaders for emerging US Stores
- ❖ Partnered with global and home office teams to support key engagement initiatives, such as: positive employee relations training, developing culture through engagement surveys, and reduced turnover
- ❖ Coached and mentored leaders & employees; building trust in HR by immersing into operations
- ❖ Developed annual talent agenda and leadership learning curriculum in collaboration with leadership
- ❖ Managed international employment and immigration, ensuring compliance and risk mitigation
- ❖ Guided organizational design and restructures
- ❖ Crafted and supported internal communications
- ❖ Maintained core Generalist responsibilities, including: employee relations, compliance, compensation, performance management, and succession planning

## **L BRANDS, INC. - Columbus, OH**

*Senior HR Generalist*, October 2012 to May 2016

*HR Generalist*, January 2010 to September 2012

- ❖ Served as primary HR partner for corporate client groups, including; Asset Protection, Security, Finance, and HR Administration; averaging 200 employees
- ❖ Oversaw recruiting efforts and succession planning with a focus on diversity and inclusion
- ❖ Facilitated quarterly conferences with executive leadership from content development through presentation
- ❖ Developed long-term culture shaping action plan with business leaders resulting in elevation in employee engagement and department performance
- ❖ Administered and interpreted L Brands policies and programs covering HR strategy delivery, employee relations, and the full talent lifecycle in a fast-paced environment
- ❖ Managed execution of compensation initiatives, including: Annual Compensation Review, off-cycle adjustments, and implementation of compensation strategy changes
- ❖ Oversaw and administered the annual performance management cycle and individual development planning process
- ❖ Partnered with specialized functions across the enterprise on people matters, including: Legal, HR Operations, Security, Finance, Compensation, and Learning & Development
- ❖ Expanded scope through two interim HR Assignments; with Victoria's Secret North America Employee Relations and Bath & Body Works Canadian Stores

## **UPS - Columbus, OH**

*Recruiting and University Relations*, September 2007 to December 2009

- ❖ Sourced and interviewed candidates for local Distribution Centers; averaging 1,000 hires annually
- ❖ Supported Central Ohio's college recruitment strategy and execution; through local job fairs, on-site hiring events & campus campaigns with four local Universities
- ❖ Partnered with internal Managers to better identify talent needs
- ❖ Worked with Managers to enhance internal referral programs and retention initiatives

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## **EDUCATION**

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### **The Ohio State University - Columbus, OH**

Bachelor of Science in Business Administration; specialized in Human Resources; 2009