



## Strategic Human Resources Counsel - Because People Matter

### *Challenges in Education*

Schools are charged with improving student performance, often with limited funding. A proactive Human Resources department can facilitate better student education. Strategic HR leadership is not only applicable in corporate America but also in public education. Schools that successfully attract and retain top talent as teachers and administrators will be more competitive and ultimately facilitate better learning. There is a direct link between the quality of your staff, the culture inside of each of your schools, and student performance. HR typically emphasizes the negotiation of the Collective Bargaining Agreement, which is important, yet what happens after the Agreement is in place is what really matters.

### *Opportunities Await*

Your HR function is often headed by a seasoned principal or administrator. Line experience is essential but how do you learn great HR practices that create a winning culture? The solution rests with CHRO Partners. You are experts in education. We are experts in people leadership. Together, we can create a world class Human Resources function to maximize the value of your most important asset, your employees.

CHRO Partners works with you to develop a more strategic human resources function that allows you to attract and retain top talent and brand your school or district as an employer of choice.

### *CHRO Mission*

The CHRO Mission in the education marketplace is to provide school districts with strategic human resources leadership at a cost effective price. We help develop the capabilities of your existing HR department or lead an established function when turnover occurs in the top role. Our flexible approach to Human Resources helps to leverage your employment practices to gain and sustain a competitive advantage through people.

### *CHRO Process*

Our process begins with an introductory meeting with your leadership team to fully understand your high level objectives. This meeting is followed by an audit which evaluates your HR policies and practices. The outcome is a strategic action plan with specific recommendations for change.

### *Core Competencies and Experience*

Our Core Competencies and Services include the following:

- **Strategic Planning**
- **Competency Modeling for Teachers & Principals**
- **Behavioral Interviewing**
- **Coaching & Counseling**
- **Talent Management**
- **Leadership Development**
- **Mediation & Conflict Resolution**
- **Diversity & Inclusion**
- **Campus Recruiting**
- **Onboarding**
- **Career Planning**
- **Opinion Surveys**

## **CHRO Advantage**

The CHRO competitive advantage is our experience and network of HR talent. That's important because we focus solely on the top HR role in an organization and our partners are all former Chief Human Resources Officers who have worked in a variety of industries and complex multi-layered organizations. You might say that we've been there and done that.

## **CHRO Delivers**

- An expert resource at a cost effective price. Avoid full-time employment and benefit costs and gain access to a strategic human resources leader.
- Flexible employment relationships to meet your specific needs including interim full time, regular part time, project-based or retainer consultation.
- An experienced HR executive to temporarily support a more established HR department when turnover occurs in the top role or when resources are limited.

An ineffective or non-existent Human Resources function is costly to your business. Mitigate the risk of bad hires, unwanted turnover, wrongful terminations, employment litigation, and poor workforce productivity.

Let CHRO become your trusted HR advisor.

## **Jeffrey Husserl - Principal**

Jeff Husserl is the founder and Principal of CHRO Partners. He is a senior level Human Resources Executive with twenty five years of experience in various industries including manufacturing, transportation and financial services. Before founding CHRO Partners, he was Executive Vice President of Administration and Chief Human Resources Officer with MB Financial Bank, an \$8.2B publicly-traded full-service bank where he was responsible for Human Resources, Marketing, Legal, Compliance and Property Management. Prior to the bank, Jeff held HR leadership positions with Allied Van Lines and Fellowes Manufacturing Company.

Jeff is a Human Resources Generalist with an in-depth knowledge of all of the functional disciplines of HR. Additionally, he is a former instructor for the professional certification in Human Resources (SPHR &PHR) offered by the Society for Human Resources Management.

Jeff is actively involved in the Chicago business community and maintains a wide local and national network of relationships in the human resources profession. In addition to having served on MB Financial Bank's Board of Directors, he is a past Chairman of the Board of Directors of The Human Resources Management Association of Chicago (HRMAC), the largest grass roots HR association in the country. Jeff also serves on the Board of Trustees for LaRabida Hospital, which is dedicated to serving children with chronic illnesses and disabilities or who have been abused and neglected.

Jeff received a BA in English from Georgetown University and an MBA in Marketing and Human Resources Management from Northwestern University's J.L. Kellogg Graduate School of Management. He and his wife Valerie live in Oak Park, IL with their two sons, Tyler and Jeremy.

