

Wendy Harkness, Esq., SPHR C.V. Mediator – Nashville, Tennessee

**Chief People Officer - CPO for Hire, LLC & Founder/Mediator - Civil
Resolution Center, LLC**

CPO for Hire, LLC

Stetson University College of Law

Nashville, TN

A seasoned HR Executive and labor/employment law attorney, I first earned my stripes as an Operations leader in the foodservice industry. Today, I partner with businesses in four primary areas:

HR CONSULTING – applying a rare blend of HR/Operations/Legal knowledge to aid companies in everything from high-level organizational planning, to large-scale culture building campaigns including “Best Workplace” readiness, to strategic HR projects through implementation and integration

EMPLOYEE RELATIONS – advising on complex employee issues including representing employers in Agency (EEOC, DOL, OSHA, etc.) charges with an incredible success; Rule 31 trained mediator

SKILLS TRAINING & LEADERSHIP DEVELOPMENT – designing and delivering expert training on all employment-related compliance issues, e.g. Anti-Harassment/Discrimination, Wage & Hour, etc., as well as in-demand competency-based leadership materials, workshops, and programs

EXECUTIVE COACHING – working directly with executive leaders to strengthen internal peer and supervisory relationships; helping leaders discover, communicate and execute their vision; advising on how executives can best grow their teams’ capabilities to maximize their individual and collective contributions; facilitating executive strategic planning, reaching alignment and building excitement around goal attainment

Experience

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Chief People Officer

Company Name CPO for Hire, LLC

Dates Employed Jan 2017 – Present

Employment Duration 10 mos

Location Greater Nashville Area, TN

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Founder/Mediator - Rule 31 Trained

Company Name Civil Resolution Center

Dates Employed Feb 2017 – Present

Employment Duration 9 mos

Location Greater Nashville Area, TN

The Civil Resolution Center (CRC) helps parties effectively and efficiently resolve conflict. Our experienced, Rule 31 trained mediators work with both sides to facilitate useful discussion, keeping the outcome in the hands of the parties as opposed to the courts. Our clients appreciate our creative,

insightful approach to mediation. CRC mediators will travel to a mutually agreed upon meeting place or provide a comfortable and peaceful environment for mediation to provide the best opportunity for a successful resolution.

CRC handles a wide range of conflict resolution services for businesses, governmental agencies, healthcare facilities, educational institutions and individuals. The firm specializes in Labor & Employment mediations.

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Chief People Officer

Company Name Captain D's

Dates Employed Apr 2015 – Oct 2016

Employment Duration 1 yr 7 mos

Location Greater Nashville Area, TN

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Senior Vice President of Human Resources

Company Name Advantage Waypoint

Dates Employed Jul 2012 – Apr 2015

Employment Duration 2 yrs 10 mos

Location Tampa/St. Petersburg, Florida Area

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Chief People Officer/Chief Legal Officer

Company Name National Restaurant Development, Inc

Dates Employed Jan 2010 – Jul 2012

Employment Duration 2 yrs 7 mos

- Conceive and execute the HR vision for NRD's talent management, from broad organization-wide strategic initiatives to essential workforce policies and practices
- Drive alignment and integration between organizational priorities and implications for managing talent, including workforce planning and succession, talent acquisition, performance management, total compensation and rewards, and individual learning and growth
- Provide guidance, coaching, and counsel on issues and concerns that impact organizational culture and effectiveness
- Systematically enhance leadership and managerial capability and skill on the execution of talent management initiatives while reinforcing NRD's culture, values, and beliefs
- Identify, share, and leverage best practices among HR and operational leaders in the industry
- Help drive organizational sustainability through strategic initiatives and challenges such as leadership development, diversity, and alignment
- Ensure Federal, state and local law compliance

Education

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Stetson University College of Law

Degree Name J.D.

Field Of Study Employment Law/Trial Advocacy

Dates attended or expected graduation 2000 – 2002

Activities and Societies: Trial Team; Moot Court

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Saint Leo University

Degree Name B.A.

Field Of Study Human Resources Management

Dates attended or expected graduation 1995 – 1998

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Plant City High School