

Kelsey Long

Associate

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Kelsey is a self-starting human resources professional who is passionate about discovering and developing solutions that will not only serve organizations, but their most valuable resources as well – their people! With experience as an HR Generalist in growth-focused small and mid-sized organizations, Kelsey has gained valuable experience and knowledge across many HR functions. Motivated by learning about organizations and their people, along with how they operate, Kelsey always strives to understand their wants and needs to best be a partner in success.

AREAS OF EXPERTISE

Employee Experience

Understanding the employee experience from their first interaction through assimilation into an organization is pivotal in ensuring employees are set up for success. Invested employees who feel supported and valued are difference makers who drive success. Partnering with leaders to ensure they are effectively showcasing their employer brand to attract and retain top talent, as well as aligning their culture to achieve buy-in is a strength of mine.

Human Resources Administration

The day-to-day operations of an HR department can seem mundane however necessary! Yet whether auditing personnel files, completing required compliance reporting or onboarding a new employee, I know that all are necessary functions of not only a successful HR department, but a functional organization as well. Providing excellent customer service to employees and leaders is an important value I hold and something I am always bringing to the table.

Process Improvement

With the mindset that there is always room for improvement, I enjoy redesigning and enhancing processes. From collaborating to understand current processes, to identifying gaps and ultimately finding a creative solution, I take great joy in ensuring efficient and complete practices are put in place. Leveraging technology to find solutions or just to make day-to-day operations less arduous can provide great value to an organization!

Benefits Strategy & Administration

Compensation stretches far behind employees' pay checks, though it generally ranks #1 on the list of importance. I have a passion for benefits strategy and administration with experience in leading open enrollments, partnering with benefits brokers and carriers, as well as being a resource for employees. In addition, I enjoy collaborating with stakeholders to implement various programs to enhance the employee experience.

INDUSTRY EXPERIENCE

Healthcare

Engineering/Architecture

Professional Services



EDUCATION

BA, Business Administration,
Concentration: Human Resource
Management
University of St. Thomas - Opus
College of Business

EXPERIENCE

HR Generalist
Lifesprk

HE Generalist
Sambatek, Inc.

STRENGTHS

Collaborative
Problem solver
Relationship builder
Efficient
Creative



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