

# Elizabeth Aarness

## Director

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Elizabeth practices human resources with purpose and passion by working diligently to put people first and is a positive steward of company culture who leads by example. She has extensive experience implementing HR strategy and supporting organizations at a high level by collaborating with leaders, managers, and employees alike. Elizabeth will be an integral member of our human resources leadership team contributing in all functional areas of the HR practice.

## AREAS OF EXPERTISE

### Business Partner/HR Leader

Successful collaboration underlies strategic HR leadership in every industry. I deliver direct clear communication with well-defined goals and timely feedback to help your organization align HR strategies with business objectives. This consistency builds trusting relationships and allows to me to lead by responding to the complex challenges that are unique to your business.

### Process Improvement and Standardization

I am a proven HR leader, who embraces change and the opportunities it presents. I focus on a cycle of continuous process improvement and standardizations based on best practice. Changes in practice are not sustainable unless you have buy in from senior leadership and key stakeholders. You will find that my approach is always based on enhancing company culture and putting people first in order to empower employees who don't just accept change, but rather perpetuate it themselves.

### Human Resources Compliance and Auditing

Full cycle HR compliance auditing creates a business roadmap intended to reach business goals and objectives while mitigating risk and maximizing rewards. Rules, regulations, and labor laws are constantly changing and vary state to state making compliance cumbersome and at times daunting. I have over a decade of experience auditing HR functions of multiple organizations in varying industries across the country.

### Entrepreneurship

I turned my passion for local, organic food into a rapidly growing business in 2013 when I started my own company. I found my intrinsic motivation to grow my business, cultivate and manage key relationships and overcome complex challenges helped to expand the business beyond even the ambitious goals I had set for myself at the outset. I harness this internal, ambitious drive every day in my current role at Growth Operators.

## INDUSTRY EXPERIENCE

Retail

Manufacturing

Sales and Marketing

Entrepreneurship

Service



## EDUCATION

MA, Human Resources Management  
Concordia University

BA, Communication Studies  
Gustavus Adolphus College

PHR, SPHR, CPA, CMA  
Certifications

## EXPERIENCE

HR Business Partner and Director  
City Wide Facility Solutions

Founder / Owner / HR Director  
True Dough

Senior HR Business Partner  
American Woodmark Corporation

HR Executive Team Lead  
Target Corporation

## STRENGTHS

HR Partnership  
Recruiting, Onboarding, and Training  
Process Improvement  
Strategic Planning  
Compliance  
Collaboration



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