

# Whitney Donohue

## Manager

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Whitney recognizes that HR goes beyond policy and compliance – it also means ensuring companies have an engaged and productive workforce. With 8 years of experience in growing small companies, Whitney has a passion for being the glue that holds the employee and employer relationship together through strong leadership, trust, and commitment. Whitney is excited to help clients build and maintain their HR departments by using her talent acquisition, onboarding, compensation, benefits, and employee relations skills!

## AREAS OF EXPERTISE

### Benefits Administration

I am one of those rare individuals who absolutely loves benefits! Whether it's administering benefits enrollment, improving benefits plans to be more competitive, or creating a benefits program completely from scratch, I am always willing to dive right in. I recognize that benefits can be extremely complicated and confusing for employees to navigate, which is why I take pride in my ability to easily communicate benefits to employees so they fully understand what they are signing up for.

### Onboarding

I truly believe how a company handles new employee onboarding is directly correlated to retention and productivity throughout the employee lifecycle. The moment a new hire walks through the office door, it is important to set the right tone for their employment. I value creating an exceptional and engaging onboarding experience for new hires to ensure they enjoy coming to work every single day.

### HRIS Implementation & Administration

I know from experience that running an HR department is much simpler with an HRIS. Not only is an HRIS sustainable, but it is more realistic in the new era of working from home. HRIS programs allow employers to easily maintain documents to stay compliant in an ever-changing world. In addition, I find it very important to select and properly administer a system that provides employees with all their HR needs while being intuitive to use.

### Payroll & Compensation

We all know that the #1 way to upset an employee is by messing up their pay; that is why I find it so important to take time and care when it comes to payroll and compensation. I have run payroll for various companies and I understand the importance in doing payroll the right way every time. In addition, it is imperative to understand market pay levels to ensure employees are being paid accurately and competitively for stronger engagement and retention.

## INDUSTRY EXPERIENCE

Technology

Financial Education

Talent Solutions

Healthcare

Agriculture

Food services



## EDUCATION

BA, Human Resource Management  
Concordia University, St. Paul

## EXPERIENCE

Human Resources Manager  
Natalis Counseling and Psychology  
Services

Human Resources Manager  
The Evanston Group

Human Resources Generalist  
Conservis

## STRENGTHS

Communication  
Collaboration  
Adaptability  
Positivity  
Learner  
Relationship Building



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