

Nichole Roubinek

Manager

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Nichole has spent her career elevating the expectations of what an HR team can, and should, deliver. A strong business focus and a natural curiosity to learn more ensures she creates meaningful partnerships across organizations where she lends her expertise. Nichole believes those partnerships are key to building mutual trust and getting the work done.

AREAS OF EXPERTISE

Employee Engagement and Belonging

Today's employee demands an employer in touch with their needs inside the office and out. I've worked on several engagement projects meant to drill down and get the heart of what is important to the workforce, and it is SO much more than just money and benefits. These projects are also a great time to incorporate diversity, equity, and inclusion initiatives within your organization.

Process Improvement

I'm a firm believer in well-documented processes to ensure smooth operations and accountability. When things don't work right or there is nowhere to turn for direction, I can't help but fix what is broken or create something new. I do this by engaging all the necessary stakeholders to ensure it works well for all involved.

System Implementations & Improvements

Employee engagement and process improvement are only as good as the systems that are used, but every problem does not require a new solution. I believe that systems can, and should, be reviewed and reimplemented to make improvements whenever possible. When a new solution is required, I have been involved in system implementations from research to roll-out and know what to look for when working cross-functionally and keeping the firms bottom-line in mind.

Business Partner

As a business partner and human resources leader, I can assist your organization with any workforce struggles you are facing. Whether it's job studies, re-organization, employee development plans, or compliance, I can help you navigate the different challenges to align with the strategic business objectives.

INDUSTRY EXPERIENCE

Financial Services

Automotive

Government

Retail

Fitness



EDUCATION

BS, Business Administration
Metropolitan State University -
College of Management

AAS, Paralegal
North Hennepin Community College

Certifications
SHRM - SCHP, Lean Six Sigma
Yellow Belt in Human Resources

EXPERIENCE

Human Resources Manager
Meduit

HR Business Partner
City of Minneapolis

Human Resources Generalist
State of MN - Tenth Judicial Branch

Director of HR
Walser Automotive Group

STRENGTHS

Discipline
Focus
Analytical
Deliberative
Harmony

