

# Heidi DeSautel

## Principal

612-399-6144

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Heidi is a results-driven HR leader who is highly collaborative and has a passion for learning. She brings a strategic and pragmatic approach to creating and operationalizing talent strategies for innovative and high growth businesses. She has experience in all disciplines of HR and loves to solve problems where she brings all the pieces together in a way that enables the business to achieve their strategic goals. Heidi can navigate through a variety of industries and companies, from highly matrixed global corporations to Private Equity owned businesses.

## AREAS OF EXPERTISE

### Mergers & Acquisitions

M&A is an area of passion for me and I have been involved in a diverse range of transactions and activities. I have built HR functions from scratch, integrated companies, acquired, divested and closed businesses. Each deal is different, and I work with businesses to customize a holistic approach and implement in a way that honors your culture and connects employees to the new organization.

### Processes & Systems

As your business grows, the need for processes and systems become more important. The goal is to make employee's jobs more efficient and minimize disruption for your customers; not process for process sake! Whether it be creating new, redesigning, improving or reinventing, I work cross functionally to develop an operational model that fits your business now and leaves room for growth.

### Organization Design & Effectiveness

In a dynamic economy, you need to make sure your business is on-point and employees are agile. Your business strategy serves as a North Star to your employees and having aligned human capital plans and programs in place will help them stay focused and deliver. I work with teams to develop a holistic approach to design your organization and get it working in sync across functions.

### Project Management

The success of a project doesn't lie solely in the tools and templates – it centers around the people on the team. I approach each project as partnership that brings together all stakeholders to collaborate, problem solve and successfully cross the finish line. My ability to connect the dots, communicate effectively, and align the team around a common goal have proven successful in a wide variety of projects.

## INDUSTRY EXPERIENCE

Food & Beverage

Agriculture

Manufacturing

Bio Industrial

Functional Shared Services



## EDUCATION

M.A. HRIR

University of Minnesota - Carlson  
School of Management

B.A. in Business

University of St. Thomas

Certification

Co-Active Coach; Korn Ferry  
Leadership Architect

## EXPERIENCE

VP Human Resources

Sweet Harvest Foods

HR Director / Regional HR Director

Cargill

Sr. Employee Relations Consultant

Dakota County

## STRENGTHS

Anticipate and Act

Results Driven

Learner

Collaborative

Humor



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