

# Jessica Docken

## Partner

651-295-1335

[jessica.docken@growthoperators.com](mailto:jessica.docken@growthoperators.com)

<https://www.linkedin.com/in/jessicadocken>

Boring, rigid, paper-pusher, a cost center? No way! When done well, your HR partner will help you transform your organization (and ideally you will have fun while doing it). Jessica has a passion for shattering misperceptions about the HR function. Her experience includes executive-level HR roles in small to mid-sized companies where she worked hand-in-hand with C-level individuals to solve difficult and complex business challenges. She enjoys building high-performance human resources teams and leveraging the HR function in order to bring bottom line growth to organizations.

## AREAS OF EXPERTISE

### Business Partner / HR Leader

I help companies grow and maintain their maximum potential through their number one asset, their employees. Through close partnership with executive teams, I help align the human resources function with business objectives to ensure success. I have successfully built and led scalable world-wide human resources teams, including recruiting, training and development, payroll, and generalist staff.

### Process Improvement

A smoothly operating HR team creates a best-in-class experience for all employees. Whether it's restructuring an existing process or creating systems from scratch, when everyone is "rowing in the same direction", it results in significant improvements in productivity. I am able to quickly assess gaps and make recommendations for course correction in order to realize quick results.

### Managing Through Change

"The only constant is change". Through training and internal communication strategies, I help employees and leadership teams navigate change while remaining focused and forward-thinking.

### Organizational Design

Ensuring you have the best people on board and in the right seats is paramount to running a successful business. I work with leaders to make sure each employee is being fully utilized and in positions that allow them to be engaged and contributing at the highest possible level.

## INDUSTRY EXPERIENCE

Software Technology  
Information Technology  
Healthcare

HR Services  
Manufacturing



## EDUCATION

MA, Human Resource Management  
St. Mary's University

BA, Philosophy & Women's Studies  
Hamline University

Certification  
HRCI, SPHR

## EXPERIENCE

Director of Human Capital  
RetraceHealth

Senior Director of Human Resources  
NEWSCYCLE Solutions

Senior Corporate Human Resources  
Manager  
Communications Systems, Inc.

Human Resources Manager  
Transition Networks

## STRENGTHS

Collaborative  
Insightful  
Personable  
Creative  
Organized



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