

Michael Polt

Director

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Michael is a passionate, focused, results-oriented human resources leader with the proven ability to combine vision, creativity, project management, and leadership qualities to support and serve any business strategy. He has been fortunate to work across various industries and HR disciplines, from small private companies to heavily matrixed environments.

Michael's experiences allows him to listen to clients and understand their future strategies, paths to success, and potential gaps. He's known for being an authentic leader that builds trust, empowers others, and achieves results. He's always driven to implement strong HR programs that help clients achieve business results.

AREAS OF EXPERTISE

Enhanced Talent Acquisition

In my experience, recruitment is a short-term plan to fill immediate needs while talent acquisition is a long-term strategy. I approach talent acquisition with a comprehensive view of employee health for my clients. This includes attracting young talent, developing talent, remaining financially flexible, hiring and/or developing leaders that create a winning team culture, and maintaining that culture to ensure lasting success

Employee Experience

It is not all about food, parties and the employee value proposition...yet those don't hurt. I look at the employee experience with a holistic view and take into account all that an employee experiences while at work – interactions with their boss, software systems, teams, etc. I help leaders, managers and employees understand how this journey will strongly influence their attitudes and how their attitudes in turn form behaviors which ultimately drive outcomes.

Employee Development

I believe that empowering employees to drive their own transformation by offering a personalized development plan inspires them to tackle business challenges and deliver innovative results. I am able to draw upon my real-world experience to help individuals design a plan to learn new skills and drive growth.

Maximizing HR Operations / HR Transformation

I believe human resources has the ability to be a powerhouse within a company, capable of leading an organization into a challenging, fast-moving, digital-first business landscape. I enjoy assisting HR teams build the link between an organization's most valuable asset – its people – and the strategic direction of the company. This elevates HR teams to be invested in growing the business, adapting organizational culture in line with today's workplace and developing competitive advantages.

INDUSTRY EXPERIENCE

Professional Services
Engineering/Architecture
Energy (Oil, Gas & Renewables)

Staffing
Higher Education
Banking



EDUCATION

MBA

Concordia University, St. Paul

BA, Business

St. John's University

Certification

SHRM – SCP

EXPERIENCE

Human Resources Leader

Sambatek, Inc.

Sr. HR Manager / Safety Manager

Westwood Professional Services

Recruiting Manager

NCO Financial Systems

Recruiter

Aerotek Professional Services

STRENGTHS

Proactive

Hands-On

Collaborative

Creative



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