

# REANETTE FILLMER, PHR, CLRM

## DYNAMIC SPEAKER AND TRAINER, CHIEF PEOPLE PARTNER, CONNECTER, MULTI-INDUSTRY, AND CULTURE CHAMPION

**25+ years** of executive leadership expertise for large companies and start-ups, public and private sector, and multi-state operations. I have built strong learning and development tools that lead to stronger connections and culture in the workplace. Track record of building HR functions and teams from the ground up, leading an HR organization for up to **1800+ employees** and a team of 12+ direct reports. Strategic partner, thinker, and entrepreneurial thought leader who influences and advises the leadership team as a business partner, fueling positive organizational development, high-performance culture, and belonging. Dynamic speaker and trainer in “connection leadership” and closing the gender gap.

### SIGNATURE QUALIFICATIONS

**Diversity and Inclusion \*Talent Strategies \*Acquisitions Integration \*Learning and Development(L&D) \* Employee Relations \*Organizational Connection \*Change Management \*HCM \*Change Management \*Business Strategic Planning \*DISC Certified \*Executive Leadership \*Employee Engagement \*Negotiations \*Performance Management \*Compensation, Benefits, and Retirement Programs \*Payroll Management**

### EXPERIENCE SUMMARY

**CLT Leadership, LLC (CLT Coaching, LLC)** | Varied Locations May 2012 to current

#### **Leadership Trainer and Speaker ( Previously HR Consultant)**

Collaborated with various businesses to establish and revamp successful Human Capital Management (HCM) departments by providing leadership development, coaching, organizational management, performance management systems, and employee development.

#### **As a Leadership Trainer and Speaker:**

- Certified DISC Consultant and Trainer with expertise in assessing and interpreting personality styles, communication preferences, and behavioral patterns to improve workplace dynamics and team effectiveness.
- Accomplished speaker and trainer with a strong focus on the dynamics of connection and leadership, leveraging the knowledge of DISC assessment tools to create engaging and effective training programs.
- Passionate about connecting employees in the workplace, focusing on bridging the gender gap and helping men and women communicate effectively, value each other's perspectives, and work together to achieve common goals.
- Skilled in facilitating workshops and training sessions that help employees understand and appreciate their unique strengths and communication styles and develop strategies for collaborating more effectively with others.
- Proven track record of success in improving workplace culture and fostering more productive, inclusive, and harmonious relationships between employees at all levels of an organization.
- Deep understanding of the latest research on gender and diversity issues in the workplace and a solid commitment to helping organizations create more equitable and inclusive environments for all employees.

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- **As an HR Consultant:**

- I administered and processed requests for the Family and Medical Leave Act (FMLA), disability accommodations, and leave of absence for multiple employers.
- Developed, established, and implemented policies and procedures for compliance with laws and regulations. Crafted employee handbooks and job descriptions.
- I have successfully negotiated and settled complex labor contracts with management units, police officers, and general units in the public sector. As a contract labor negotiator, I settled key contracts during recessionary periods and established amicable settlements.
- Accomplished settling the first-time contract (recently voted to become unionized) in eight months without labor disputes and challenging union demands for a quasi-public entity with no unionized union contract.
- Trusted as a leadership and HR technical trainer for business clients, small business support agencies, and SHRM Chapters across Northern California, with expertise in harassment prevention.

I partnered with businesses to establish successful HCM departments and transform managers into leaders through her expertise in connection leadership. With her extensive experience in human resources (people business) spanning over 30 years, Reanette leverages the John Maxwell Methods of leadership to coach, train, and keynote speaker on how to connect in leadership. Drawing on lessons from her mentors and life experiences, she creates and launches effective leadership strategies that foster growth and development for individuals and teams.

• **Notable clients:** Klean Kanteen, California Olive Ranch, Sloan and Sakai Law Firm, Lundberg Farms, City of Half Moon Bay, City of East Palo Alto, City of Menlo Park, County of San Louis Obispo, County of Tehama

**Your Best Brands** | *Nationwide Restaurant Franchise multiple brands*

February 2022 to January 2023

### CHIEF ADMINISTRATIVE OFFICER

As an HR leader, I steered strategy, programs, and administration for four corporate divisions in multiple states, overseeing 1800+ employees. As a member of the executive leadership team, I served as a strategic business partner and HR advisor to senior leaders, managing risk and compliance, succession planning, talent and people strategies, change management, performance management, training and development, payroll, employee relations, and compensation and benefits.

My accomplishments include the following:

- I advised the leadership team on HR and non-HR matters, continually assessing the impacts of evolving federal and state regulations, adjusting policies and strategies, and advising leaders. I bolstered employee retention and facilitated continued business growth with minimal risk.
- Completing the implementation of an HRIS to accelerate the time to hire by 25% and cut recruitment costs by formalizing recruitment and onboarding processes.
- I ensured zero adverse legal actions and resolved all open claims upon arrival through quick and peaceful negotiations, saving thousands in legal fees. I drove proper compliance and developed

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a strong team with a solid foundation of HR policies, procedures, handbooks, investigations, and employee relations programs and alignment with organizational goals, mission, and strategic vision.

- Investigating and resolving all internal investigations and complex employee relations issues.
- Leading acquisitions of 45 to 88 stores, doubling headcount in less than six months and integrating new team members.
- Improving company operations and strengthening programs to control costs by implementing expense structure, processes, and better systems management for hiring and terminations, reducing costs by 5%.

My experience demonstrates my ability to serve as a strategic partner and valuable executive leadership team member, driving HR strategy and programs that support business growth and success while managing risk and compliance.

**Golden State Farm Credit** | Chico, California

February 2015 to October 2018

**VP and CHIEF ADMINISTRATIVE OFFICER**

As a highly experienced business partner with the ELT, I have a proven track record of building effective company strategies that drive customer-owned co-ops through regulatory compliance, L&D, and department building from the ground up, including payroll, human resources, marketing, and compliance.

In my previous role, I devised strategies and set stretch goals to achieve a 1.2-billion-dollar loan portfolio with a solid customer base. I successfully met these goals by developing robust, sustainable leadership programs that drive results.

I also initiated employee culture initiatives through process mapping to reduce the turnaround time for loan processing, create consistency, and improve friction between departments. Additionally, I enhanced the employee experience by completing a needs assessment and using Polarity Mapping, quarterly employee engagement surveys, and culture groups to develop teams further and align with the company's mission and vision. As a result, I designed quality leadership development programs that increased employee engagement and retention, driving a revenue increase of 10%+.

Furthermore, I have experience meeting with community members and other County, State, or Federal officials on matters of mutual concern. I have also supported members of the Board in long and short-term initiatives, promoting a better understanding of agriculture.

Overall, my expertise in developing effective strategies, enhancing employee engagement, and setting up systems makes me a valuable candidate for any trainer and speaker role, given my experiences in leadership roles.

## **REANETTE FILLMER, PHR, CLRM**

***Tehama County and Sacramento Superior Court*** | California

May 2006 to May 2012

**HUMAN RESOURCES DIRECTOR AND PAYROLL AND BENEFITS MANAGER**

Successfully led strategic initiatives within government agencies that directly impacted employee welfare. Oversaw administrative, payroll, and human resources services for 26 departments and up to 1200 employees while serving 7 elected officials. As the chief negotiator for labor relations and union disputes, effectively resolved over 30 labor dispute charges and negotiated 14 labor contracts, including those for police, general, management, court clerks, and professional units during the 2006-2008 recession. Managed departmental budgets of up to 1.2 million and an overall operating budget of up to 33 million and provided expert counsel and recommendations to employees, management, and elected officials on personnel policies, practices, procedures, and labor contracts. Conducted investigations and made recommendations regarding employee grievances, misconduct, and harassment. Developed and implemented short and long-term strategic plans, policies, programs, and technology support systems to achieve the goals and objectives of the Human Resources (HR) department and the public agency.

### **EDUCATION AND PROFESSIONAL DEVELOPMENT**

**Bachelor in Public Administration** (HR Management): Chico State University, Chico, CA

**DISC Certified** | John Maxwell Certified Coach, Trainer, and Speaker

Retired Columbia Basin **SHRM** Director of Programs | DDI Certified Trainer

**Chico City Council**, Elected Vice Mayor 4 years