



Trav John Walkowski

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Human Resources Executive and Organizational Psychologist who provides strategic mission control to innovative companies through the analysis and application of people analytics.

Expertise

HR Strategy	Employee Engagement/Experience	Compensation Strategy	Organizational Design
People Practices	People Analytics & DEIBA	Job Architecture	Team Engineering
Systems & Tech	Organizational Health & Effectiveness	Coaching & Advising	Learning & Development

Internal Experience

Employmetrics

Partner & Chief People Officer

- Leading entire team of superstars
- Building strong relationships and cross-functional teams
- Evaluating and researching resources, theories, and methodologies to stay ahead of industry trends
- Designing best-in-class processes to enable our people to thrive
- Serving as managing partner to other members of SLT (partners), ensuring they have what they need to execute on business objectives
- Architecting learning and development programs to empower our people to grow and advance in their career journeys
- Driving our organizational culture to keep our mission and values front-and-center in everything we do
- Crafting the organizational structure to guarantee we have the best team structures in place, thereby giving our employees clarity and enabling us to achieve results
- Developing a comprehensive, compelling, and data-driven employee compensation strategy
- Engineering our people relations strategy to ensure people are supported and can provide feedback to make Employmetrics the best place to work
- Coaching and mentoring leaders within the organization, inspiring them to strive for excellence
- Motivating, listening, counseling, and problem solving; making sure everyone knows their voice matters
- Leading with compassion, understanding, and care
- Managing our Board and associated functions

Acquisition-Present

2019-Present

Partner & Vice President, Human Resources & People Strategy

2017-2019

- Leading team of organizational psychologists, consultants, and project managers
- Supporting team on scope and schedule for multiple simultaneous projects/clients
- Designing employee engagement, employee incentive, and compensation practices and programs
- Presenting to clients, partners, and B2B connections
- Building strong relationships and cross-functional teams
- Analyzing and researching emerging trends, resources, theories, and methodologies
- Advising on governance of highly sensitive, confidential HR data

Partner & Director, Human Resources & People Strategy

2015-2017

- Directing HR & Strategy vertical/team
- Performing internal and external consultations to identify needs and specific requirements
- Designing and implementing custom solutions for client projects
- Collecting data through surveys, observation, focus groups, etc.
- Creating data reports, tutorials, programs, and training sessions
- Presenting to clients, including, but not limited to executives, managers, and clients' employees onsite and via webinar
- Building strong relationships and cross-functional teams
- Analyzing and researching applicable resources, theories, and methodologies
- Working with new and current clients to develop, plan, price, and/or write proposals

Walkowski Works

2013-Acquisition

Independent Human Resources Consultant (Acquired & merged with Employmetrics)

- Performing internal and external consultations to identify needs and specific requirements to exceed expectations
- Developing and implementing research strategies to inform decision-making aligned with strategic initiatives
- Determining appropriate research methodologies to be used on projects to gain actionable insights
- Advising colleagues and clients regarding research issues, data collection, and data analysis
- Managing scope and schedule for multiple simultaneous projects/clients
- Collecting data through surveys, observation, focus groups, and field placement
- Using appropriate applications to analyze collected data (SPSS, databases, Excel/Numbers, Office/Pages, PowerPoint/Keynote, etc.)
- Creating data reports, tutorials, programs, and training programs
- Presenting to colleagues, clients, and/or client employees
- Analyzing and researching applicable resources, theories, and methodologies
- Working with colleagues and clients to develop, plan, price, and/or write proposals
- Managing day-to-day interactions and overall business functions
- Building strong relationships and cross-functional teams
- Supervising project invoicing and accounts receivable
- Maintaining highly confidential and classified records

Perceptyx (formerly DBA: KANTAR HR, TNS Employee Insights, and Lightspeed Research)

2011-2013

Human Resources Project Manager

- Training clients and colleagues on proprietary software, data analysis, and strategic methodological implementation, including train-the-trainer and asynchronous facilitation, via in-person or virtual sessions
- Designing custom research instruments for client projects
- Managing, coordinating, and/or consulting on research deployment, distribution, data collection, data processing, data analysis, data mapping, creating client reports, managing inquiries, issue mitigation, and/or predictive modeling
- Monitoring and evaluating employee participation, progress, and performance
- Managing scope and schedule for multiple simultaneous internal and external projects/clients
- Producing data analysis reports in multiple formats after extensively analyzing collected data
- Comparing new data to historical data and/or normative data to identify trends
- Presenting analyzed data to clients, including, but not limited to executives, managers, and employees onsite and via webinar
- Improving processes to increase efficiencies and satisfaction
- Transforming current product and service offerings and creating innovative new products and services
- Analyzing and researching leadership resources, theories, and methodologies
- Working with new and existing clients to develop, plan, price, and/or write proposals
- Developing PowerPoint presentation materials including client consultancy decks, proposal pitch decks, custom data reporting decks, marketing decks for trade shows and webinars, and more
- Creating marketing and informational materials including copy, graphics, layout, and/or design
- Promoting the brand at trade shows, conferences, and networking events
- Creating and improving industry-leading best practices
- Consulting on strategic initiatives

Arrow Financial Services

2007-2010

Asset Performance Group & Private Credit Corporation Account Manager

- Communicating with clients seeking resolution on delinquent accounts
- Advising clients regarding account status and options to cure delinquency
- Reviewing and correcting client complaints and reporting errors
- Advising clients of applicable policies, laws, and procedures to foster understanding
- Investigating directories, databases, and pertinent sources of information to locate clients
- Achieving high level of account resolutions while improving client relations
- Mentoring employees transitioned from other business units within the organization to ensure performance
- Training recently hired employees concerning effective skip tracing and collections techniques to cultivate success

Embedded Consulting Engagements

Quartet Health | Human Resources Consultant, People Analytics & Strategy Short-term embedded contract: **2/3/20-12/31/20**
Completely overhauling Quartet Health's people strategy through deep connections and thorough understanding of their values, mission, and work.

- Partnering with and engaging CEO, COO, CHRO, HR Director, SVP Finance, and other executive stakeholders
- Understanding the questions, trends, analytics, KPIs, reports, systems, and technology that enable transformation
- Serving as a subject matter expert on people data, analytics, and strategies
- Thoroughly analyzing, understanding, and redesigning of all HR strategies, including, but not limited to, compensation, options, total rewards, job architecture, job leveling, performance reviews, talent management, organizational health, culture, etc.
- Designing and implementing new compensation and equity strategies based on rigorous review of market data
- Developing and implementing new job architecture, leveling, and assessment frameworks
- Supporting leaders with the continuing development of HRIS (Zenefits), LMS (Lessonly), ATS (Greenhouse), and experience (Lattice and Culture Amp) platforms
- Developing, designing, and presenting data, analytics, frameworks, ideas, insights, and innovations

Northwestern Mutual | Human Resources Data Strategist Short-term embedded contract: **9/24/18-6/30/19**
Enabling, supporting, and measuring the progress of Northwestern Mutual's HR strategies from inside.

- Understanding the questions, trends, analytics, KPIs, reports, systems, and technology that enable transformation
- Serving as a subject matter expert on the People Practices Squad, a highly effective cross-functional team responsible for writing the playbook for enterprise-wide strategy execution
- Researching, selecting, and implementing new HR systems and technology
- Learning advanced Workday HCM reporting and consulting with stakeholders in support of its implementation
- Proposing, designing, and administering a brand-new enterprise-wide engagement program used by all 5,000+ employees
- Enabling ad hoc deployment of our new employee data collection tool via scoping framework and user guide
- Thoroughly analyzing and reporting on compensation metrics and practices
- Maintaining pulse on HR industry trends and providing relevant insights to both HR and non-HR colleagues
- Advising on governance of highly sensitive, confidential HR data
- Developing, designing, and presenting data, analytics, frameworks, ideas, insights, and innovations

Certifications

Society for Human Resource Management

Senior Certified Professional

Alexandria, VA

Google

Data Analytics Certificate

Mountain View, CA

University of South Florida - Muma College of Business

Diversity, Equity, and Inclusion in the Workplace Certificate

Tampa, FL

The Predictive Index

Talent Optimization Leader Certification

Engagement and Productivity Certification

Westwood, MA

Education

Chicago School of Professional Psychology

Doctoral Degree, ABD, Organizational Psychology

Master's Degree, Psychology, Organizational Leadership

Chicago, IL

University of Wisconsin – Whitewater

Bachelor's Degree, Psychology, Human Services Minor

Whitewater, WI