



## **STAFF PROFILE: LISA NORRIS, SENIOR CONSULTANT**

We are pleased to announce that, with the addition of Senior Consultant Lisa Norris to the CompAnalysis staff, we have expanded our services in the area of general human resources consulting. Lisa comes to us with a strong background in financial and human resources management. She has served as a senior human resources executive in a number of industries, including higher education, publishing, and oil and gas exploration.

Her consulting work at CompAnalysis focuses on a broad range of concerns facing employers. “It can be helpful to start with a human resources audit”, she explains. “That gives us a picture of the strengths and weaknesses of an organization’s human resources function.” Some clients come to us needing help with employee discipline issues, or for advice on how to comply with complex labor laws. Lisa also writes job descriptions, employee communications materials and performance management tools. “Small companies without a human resources professional often need this kind of assistance, but even larger employers don’t always maintain current and accurate human resources documentation,” she says.

In addition, clients who are adding new staff or filling open positions often need assistance throughout the hiring process, from writing job announcements and advertisements, to screening candidates and making recommendations regarding starting salaries and benefits.

She began her career in finance and accounting, eventually becoming the V.P. of Finance for a large, independent non-profit organization. As a result of the growth of that organization, she became interested in organizational development and the strategies needed to build organizations from small to mid-size. Subsequently, she shifted her focus to human resources management, and in partnership with senior management, she has spearheaded many initiatives that have led to superior financial and operating results. Her other strengths include coaching organizations on best practices in building the infrastructures and systems to facilitate growth.

Lisa has an undergraduate degree in French from the University of California at Santa Cruz and an MBA in management from Golden Gate University. She lives in Piedmont with her husband and two busy boys.