

Kate Piña, MBA, SHRM-SCP

Executive HR Leader

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A top-performing Executive Leader in Human Resources and Operations with extensive experience navigating periods of accelerated growth for small- to large-scale organizations. Highly skilled in developing and implementing comprehensive organizational development and succession planning strategies, cultivating a robust internal talent pipeline through training, professional development and growth initiatives. Proven ability in evaluating existing operations to identify inefficiencies, redundancies, and risks, innovating process improvements and SOPs, as well as accompanying KPIs to foster enhanced workflow, profitability, and regulatory compliance.

Areas of Expertise

- ◆ Human Resource Management
- ◆ Talent & Resource Allocation
- ◆ Strategic Planning & Analysis
- ◆ Multi-state HR
- ◆ Organizational Development
- ◆ Succession Planning
- ◆ Training & Development
- ◆ Remote workforce
- ◆ Legal Compliance
- ◆ Process Improvement
- ◆ Benefits/Payroll Administration
- ◆ Union & CBA Management

Professional Experience

Chief Human Resource Officer (Interim) Mar 2024 – Present
Bay Area Hospital, Coos Bay, OR (1200+ EE's)

Provide executive leadership for government district, non-profit healthcare organization.

- Union negotiations and Collective Bargaining Agreement management
- Provide leadership for HR staff of thirteen (HRBP's, Benefits, Compensation, Talent Management, & HRIS)

Chief Human Resource Officer (Interim) Mar 2023 – Feb 2024
Friendship Place, Washington, D.C. (200+ EE's)

Provided executive leadership for non-profit working to eradicate homelessness in the Washington DC region

- Champion diversity, equity, and inclusion initiatives
- Oversee recruitment for permanent CHRO and other leadership roles
- Led the negotiation and administration of employee benefits programs

Chief Human Resources Officer Mar 2020 – Apr 2023
North Country Healthcare, Whitefield, NH (1200+EE's)

Spearheaded HR operations for a non-profit system of three critical access hospitals and Home Health & Hospice. Directed a team of twelve HR professionals.

- Appointed member of the Executive Cabinet of four affiliate CEOs, CIO, CFO, CQO, and system CEO
- Overhauled existing HR systems to enhance efficiency and streamline across affiliate organizations
- Consolidated HR processes to optimize consistency and align with overarching mission, vision, and values
- Leveraged career websites and ATS to modernize internal talent acquisition processes
- Designed and implemented LEAD (Leadership Engagement and Development) program
- Originally contracted for one-year interim assignment but converted to an employee for three-year contract

Chief Human Resources Officer (Interim) May 2019 – Feb 2020
Lake Chelan Community Hospital, Chelan, WA (300+ EE's)

Provided executive leadership for HR, EVS, Public and Community Relations, and Facilities Management.

- Established new HR, payroll, performance management, compensation, & benefits programs from the ground up
- Championed employee engagement initiative, establishing a culture committee and distributing employee satisfaction surveys
- Implement HR analytics and reporting to provide insights for strategic decision-making

HR Executive (Interim) Sep 2018 – May 2019
B.E. Smith, Bethel, AK – Yukon Kuskokwim Health Organization (1500+ EE's)

Oversee human capital management for a healthcare delivery organization managing 50 rural communities.

- Delivered effective guidance to prepare for the Joint Commission audit
- Managed talent acquisition and onboarding team
- Provided interim leadership support in the absence of an HR Director

Delivered consultative guidance for client businesses on HR and accounting initiatives and best practices. Maintained accountability for HR, OD, HRIS, leadership coaching, management counseling, conflict mediation, employee relations, HR practices/policies, compensation, benefits, and legal/internal investigations for clients.

- Created new HR, payroll, and recruiting departments for clients
- Innovated a recruiting model and talent pipeline to enhance talent acquisition KPIs
- Lead the development and implementation of HR strategies to align with business goals & drive performance improvement
- Collaborate with executive leadership to develop and execute workforce planning and restructuring efforts
- Drive employee engagement initiatives to create a more inclusive workplace culture
- Established effective relationship with external HR vendors and partners
- Developed and facilitated training programs to enhance leadership and employee development
- Implemented employee recognition programs to foster a culture of appreciation and engagement
- Conducted investigations and resolved employee grievances in compliance with business policies and regulations

Additional Experience

Vice President of Human Resources, Sono Bello & Aesthetic Physicians Group, Nationwide, 2017 – 2018
Chief Human Resource Officer/Support Svcs, Wickenburg Community Hospital, Wickenburg, AZ, 2014 – 2017
Director of Human Resources, Sagewood & Acacia Health Center, Phoenix, AZ, 2011 – 2014
Law Office Superintendent, U.S. Air Force (active and reserve) Honorably Retired - 2013

Skills

- ◆ Strategic HR Planning
- ◆ Diversity, Equity, & Inclusion
- ◆ Leadership Development
- ◆ Employee Relations
- ◆ HR Analytics
- ◆ HRIS Implementation
- ◆ Performance Management
- ◆ Change Management
- ◆ Business Acumen

Education

Master of Business Administration
University of Arizona, Phoenix, AZ

Master of Arts in Legal Analysis
Webster University, Kansas City, MO

Bachelor of Science in Management, Human Resources, *summa cum laude*
Park University, Parkville, MO

Professional Affiliations & Teaching

Member, Society of Human Resource Management
Instructor for Human Resource and Business Management Courses, National Paralegal College
SHRM CP/SCP Certification Prep Course Instructor, Linfield College

Certifications

Senior Professional in Human Resources (SPHR), Human Resources Certification Institute
Society for Human Resource Management-Senior Certified Professional (SHRM-SCP)
Certificate in HR Ethics

Military Honors & Awards

- ◆ AF Commendation Medal
- ◆ AF Achievement Medal
- ◆ Iraq Campaign Medal
- ◆ Joint Svcs Commendation Medal
- ◆ Joint Svcs Achievement Medal
- ◆ AF Good Conduct Medal
- ◆ National Defense Service Medal
- ◆ Global War on Terrorism Service Medal