

ELLYSA C. SMITH, SHRM SCP/DOO, MS in HRMD with Honors Distinctions

Angier, NC 27501 • (718)-314-1527 • ESmith62@fordham.edu •
<https://www.linkedin.com/in/smithellysachoicenesscoach/>

CELESTIAL CHOICENESS COACH AND CHANGE AGENT LEADER

Curator | Engagement | LightKeeper | Coaching | Employee Experience | Performance | Diversity and Inclusion
Experienced Business Professional with Human Resources Expertise

I offer executive leadership to find business problems for people's strategy. I strive to be an authentic leader for workplace culture engaging with stakeholders, founders, partners, vendors, and leadership as well as the workforce. I am passionate about a holistic approach to informing, inspiring, instructing, involving, and incentivizing people to establish a level of engagement that encourages business continuity and growth. My unique values are in my pragmatic approach.

HUMAN RESOURCES EXPERTISE

CuraHuman LLC

Chief Human

Raleigh, NC

June 2023 -Present

***Leadership:** Perform c-suite leadership coaching to executives and managers in an organization.

***Fractional HR:** Connect with small business owners and nonprofits for custom HR support.

Carolina Small Business Development Fund (CSBDF)-Human Resources (*Nonprofit Industry*)

Raleigh, NC

Human Resources Director

December 2021-March 2023

***Leadership:** Support Executive C-Suite Leadership in strategic workforce planning and organizational culture including launch of the first Leadership Retreat in August 2022.

***Talent:** Recruit highly skilled and temporary staffing in collaboration with management and contract obligations to support a robust onboarding process and overall employer of choice employee engagement.

***Training and Development:** Oversee performance management system, compensation design, and the employee experience from initial recruitment to end of employment.

***Strategic Management:** Construct salary modeling and philosophy, budget management, benefit renewal, company strategic plan, and overall human capital strategy.

***Success/Accomplishments:** Recruited c-suite level role, Project Managed new HRIS system, Onboarded 50% new staff within the year with success. Project managed IT Systems Management productivity success.

Raleigh, NC

Human Resources Manager

November 2020-November 2021

***Leadership:** Supported Executive Leadership through coaching and development.

***Talent Acquisition:** Developed employer branding of Dreamcatchers with a recruitment process and onboarding for employee success including review process check-ins.

***Training and Development:** Established opportunity for training and development to enhance workforce Capability including DEI training.

***Strategic Management:** Provided general strategy insight for the organization to build out strategic plan for January 2021 launch with sustainability for ongoing strategic goals conversations at all levels.

Global Skyware-Human Resources (*Manufacturing Industry*)

Smithfield, NC

Human Resources Specialist (Payroll/Benefits)

April 2019-November 2020

COMPETENCIES/SKILLS

Trust·Care·Agility·Integrity· Quality ·Creativity· Innovative ·Coach ·Empathetic · Communicative · Teamwork/Collaborative
·Emotional Intelligence (EQ)· Employee Relations ·Positive Intelligence (PQ) · Compliance· Conflict
Resolution·Mentor·Organizational·Time Management·Decision-Making·Problem Solving · Critical Thinker·Bold ·Authentic
Intelligence (AQ)

WorkMonger (Educational Small Business Industry)	Austin, TX
<i>Talent Matching Associate/Coordinator (Remote-Contract)</i>	October 2018-August 2021
Transloc-People Operations (Tech StartUp Industry)	Durham, NC
<i>Payroll HR Coordinator (Contract)</i>	August 2018-March 2019
Teach for All-People, Organization, and Culture (POC-Human Resources) (Nonprofit Industry)	New York, NY
<i>Temporary POC Associate (Remote-Contract)</i>	March 2018-July 2018

VOLUNTEER/BOARD EXPERIENCE

Disability Rights of North Carolina (DRNC) Board Member	Raleigh, NC (January 2023-Present)
Raleigh Metro SHRM-VP, DEI Board Member	Raleigh, NC (October 2023-Present)
Raleigh Chamber Young Professionals Network (Community Task Force)	Raleigh, NC (October 2023-Present)
<i>LimeConnect-Next Gen Junior Executive Secretary Board Member</i>	Raleigh, NC (April 2020-August 2023)
<i>Raleigh Metro SHRM- Diversity and Inclusion Committee Volunteer</i>	Raleigh, NC (June 2020-September 2023)
<i>Raleigh Metro SHRM- Emerging Leaders Co-Chair</i>	Raleigh, NC (January 2021-December 2021)

INTERNSHIP/MENTORSHIP/EXTERNSHIP/FELLOWSHIP EXPERIENCE

<i>Eastern North Carolina Entrepreneurial Promise (ENCEP) Cohort 5 Graduate</i>	Remote (August 2023-November 2023)
<i>ECMC Foundation/JFF HR CTE Fellowship</i>	Remote (November 2021-February 2022)
<i>Disability:In Mentorship</i>	Remote (February 2021-July 2021)

AWARDS/LEADERSHIP PROGRAMS

- Nominee 2023 ATHENA Award Triangle East Chamber
- Nominee 2022 Emerging Leader Triangle East Chamber
- Raleigh Chamber Emerging Leaders Cohort 2022
- Raleigh Chamber YPN (Young Professional Network) Scholarship Recipient 2022/2023

EDUCATION CREDENTIALS

New York University-School of Professional Studies	May 2021
<i>Master of Science in Human Resource Management and Development with Honors Distinction</i>	3.976 GPA
<i>The Leadership and Service Excellence Award 2021</i>	
<i>SHRM HR Foundation Graduate Scholarship Recipient 2020</i>	
<i>SHRM HR Foundation Certification Grant Recipient 2020</i>	
Fordham University-Rose Hill College	
<i>Bachelor of Science in General Science; Minor in Philosophy</i>	

PROFESSIONAL MEMBERSHIP AND CREDENTIALS

Fordham University-Lincoln Center	November 2017
<i>The Executive Education Certificate in Nonprofit Leadership</i>	
National SHRM MEMBERSHIP	2017-Present
RMSHRM LOCAL CHAPTER MEMBERSHIP	2020-Present
SHRM HR Department of One (DOO) Speciality Credential 2020	
SHRM Senior Certified Professional (SCP) Certification 2022	
SHRM Veterans at Work Certificate and Employing Abilities at Work Certificate	
Diversity, Equity, and Inclusion Certificate (USF)	
Inclusive and Ethical Leadership Certificate (USF)	
CALC Authentic Leadership Coach	
Positive Intelligence (PQ) Training	



COMPETENCIES/SKILLS

Trust·Care·Agility·Integrity· Quality ·Creativity· Innovative ·Coach ·Empathetic · Communicative · Teamwork/Collaborative
 ·Emotional Intelligence (EQ)· Employee Relations ·Positive Intelligence (PQ) · Compliance· Conflict
 Resolution·Mentor·Organizational·Time Management·Decision-Making·Problem Solving · Critical Thinker·Bold ·Authentic
 Intelligence (AQ)