

NC **HR** SD MEMBER Spotlight



Donna Evans

NCHRSO.ORG

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Every month NCHR-SD will turn the spotlight on a member making an impact and exemplifying excellence in the field of Human Resources.

We kick off 2019 by featuring Donna Evans, President and Founder of Team Building for Success.

What is your current role?

I am President and Founder of Team Building for Success. We develop managers into leaders for their teams and organizations. Our motto is 'better managers, better results'.

What led you to HR as a profession?

My path started in Finance. After getting my MBA from Purdue University, I worked as a financial analyst for Hewlett-Packard in Rancho Bernardo. The site HR VP asked me to move into human resources to handle compensation for the site of about 2,000 employees. I learned a lot about compensation itself, but it also led me down the path to understand employee performance and rating, goal setting, rewards and recognition, employee relations and so forth. That role morphed into the HR business partner role which I love. I supported a number of global and regional business teams. To support our success, HP provided a great deal of training on

organizational development. When I left HP, I took what I learned and incorporated it into the work I do with managers in our leadership development programs.

What is the future of Human Resources?

I believe the future of HR is to be the orchestrator of resources so that the organization achieves its goals, short-term and long-term. This requires a seat on the leadership team that is on par with any other top role. Working with the leadership team, the HR leader will ensure the organization creates a culture of high engagement and trust, excellence and has the right resources in place at the right time functioning as a cohesive organization. This will require that HR has a strategic plan joined at the hip with the business plan, and, has the systems and resources to implement the strategic HR plan. One key point is the entire leadership team is responsible for creating the culture that will be successful. HR and the senior leaders should lead, push and prod the organization so the culture lives throughout. Too often I see HR being seen as the owner of the culture and even taking over responsibilities that should be owned by the leaders and managers of the organization.

Has NCHR-SD helped your career?

NCHR-SD provided me with an HR community I could invest in after I left HP. I've met a lot of great HR people through NCHR-SD. And, I have learned so much about the local business community. The development programs offered at the luncheons and the Leadership Roundtable have helped round out my knowledge,

especially in areas where I don't have much depth. I've even learned that California labor law can be humorous. (HA HA) Thank you Chris and Lou. Being on the board and president of the board has enabled me to continue to use and grow my own leadership skills. If you see yourself as HR in North County, you should join as an active member. You never know what changes lie ahead.

What is something people might not know about you?

I love to golf! I started playing when my two kids played high school golf. I've always loved playing sports and golf has given me so much fun, challenges to overcome and time with friends and family.



CONNECT WITH DONNA

donna@teambuildingforsuccess.com

www.TeamBuildingforSuccess.com

[linkedin.com/in/donnaevansteambuilding](https://www.linkedin.com/in/donnaevansteambuilding)