

Evelyn Bennett

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SUMMARY

Senior **Human Resources Business Partner** with eight years of progressive experience supporting commercial, sales, marketing, and corporate organizations. Connects business priorities with **talent management**, workforce planning, **leadership development**, **organization optimization**, performance, career development, compensation, and employee engagement strategies. Advises leaders through staffing decisions, organizational change, talent reviews, employee relations, and productivity priorities. Builds practical HR strategies, leads cross functional projects, coaches managers, and partners with compensation, talent, recruiting, and operations specialists. Experience spans distributed teams across United States and international locations, with consistent people practices and simpler processes. Brings sound business acumen, thoughtful negotiation, clear executive communication, and a collaborative approach that supports stronger leadership capability, workforce readiness, and business results.

EXPERIENCE

Senior Human Resources Business Partner, Commercial Organizations

May 2023 - Present

Summit Avionics Group

Everett, WA

Lead strategic HR partnership for sales, marketing, and commercial leaders across United States and **international teams**. Own talent planning, organization change, compensation partnership, leadership coaching, and cross functional projects that connect people decisions with business priorities.

- Advised sales and marketing leaders on workforce plans, talent priorities, organization design, and engagement.
- Built annual **talent plans** from forecasts, identifying critical roles, succession needs, and leadership actions.
- Led organization change workstreams that clarified roles, decision rights, and manager communications during shifting priorities.
- Partnered with **compensation** specialists on job evaluations, pay decisions, market factors, and consistent guidance.
- Coached senior leaders through **performance**, **career development**, employee relations, and talent decisions.
- Directed cross functional HR projects with **talent**, compensation, recruiting, and operations partners.

Human Resources Business Partner, Sales and Marketing

January 2020 - April 2023

Cascade Mobility Solutions

Seattle, WA

Supported sales and marketing functions through growth and reorganization. Developed strategic HR plans, facilitated workforce reviews, coached managers, and led practical solutions that connected staffing, talent, performance, and engagement with operating priorities.

- Supported **sales** and **marketing** growth by linking staffing actions with revenue plans and operating priorities.
- Developed HR plans covering talent reviews, **leadership development**, performance cycles, career growth, and engagement.
- Facilitated workforce reviews using headcount, skills, and attrition information for hiring priorities.
- Led an HR project team implementing manager resources for **performance** and career conversations.
- Negotiated employee and organization solutions by balancing policy, business needs, experience, and stakeholder perspectives.
- Partnered with recruiting, compensation, and talent colleagues on practical enterprise program delivery.

Human Resources Generalist, Employee Support

July 2018 - December 2019

NorthSound Industrial Technologies

Tacoma, WA

Delivered generalist HR support for professional and operational employee groups. Managed policy communication, performance processes, engagement activities, staffing information, compensation analysis, manager education, and employee support while building trusted workplace partnerships.

- Delivered HR generalist support covering **policies**, **practices**, employee questions, and manager consultation.
- Implemented **performance** management and engagement **processes** with clear manager guidance and issue resolution.
- Supported workforce reviews by maintaining people data, identifying open roles, and coordinating recruiting actions.
- Prepared compensation and talent analyses that supported consistent recommendations for managers.
- Managed HR projects involving policy communication, onboarding improvements, and manager education milestones.
- Built employee trust through prompt support, clear documentation, and appropriate issue escalation.

HR Coordinator, Commercial Organization

June 2016 - June 2018

Rainier Consumer Products

Kent, WA

Supported HR programs for a commercial organization through employee communications, onboarding, performance cycle coordination, workforce records, manager training, recruiting support, and early business partnership experience.

- Supported **HR programs** through employee communications, onboarding, performance cycles, and policy documentation.
- Maintained workforce records used for staffing reviews, development discussions, and organizational reporting.
- Prepared manager training materials and tracked completion across multiple departments.
- Coordinated recruiting and onboarding activities for sales and corporate positions.

- Compiled employee feedback themes that informed HR communications and manager resources.
- Connected routine HR requests with staffing, **performance**, and customer facing operating needs.

PROJECTS

Commercial Workforce Readiness Program 📅 2024

People plans should reflect business reality. Built a practical workforce readiness approach linking critical roles, succession needs, leadership actions, and staffing decisions across distributed commercial teams.

Manager Career Conversation Toolkit 📅 2022

Small conversations can shift performance. Created manager resources for career and performance discussions, paired with targeted communication and coaching that supported more consistent adoption across business teams.

Organization Change Alignment Initiative 📅 2021

Change fails when roles stay unclear. Coordinated role clarity, decision rights, manager messaging, and HR partner input during commercial reorganization activity.

LEADERSHIP & AWARDS

- HR Mentoring Circle Facilitator, Summit Avionics Group, 2024 to Present, guiding peer development and practical leadership conversations.
- Professional Development Volunteer, Regional HR Association, 2022 to Present, supporting learning events and member engagement.
- Senior HR Business Partner Recognition, Summit Avionics Group, 2024, recognized for cross functional partnership and practical talent solutions.

EDUCATION

Bachelor's Degree in Business Administration

2016

University of Washington GPA: 3.5

Seattle, WA

Coursework: Human Resources, Organizational Behavior, Strategic Management, Business Law

CERTIFICATIONS

- SHRM Certified Professional 📅 2020
- Prosci Change Management Practitioner 📅 2023

TECHNICAL SKILLS

- **HR Strategy:** Strategic HR planning, HR programs, HR policies
- **Talent Management:** Talent reviews, succession planning, talent planning
- **Workforce Planning:** Staffing plans, headcount analysis, skills analysis
- **Leadership Development:** Leader coaching, manager development, career conversations
- **Performance Management:** Performance cycles, performance coaching, goal reviews
- **Organization Design:** Organization optimization, role clarity, decision rights
- **Employee Engagement:** Engagement surveys, employee feedback, productivity planning
- **Compensation:** Job evaluation, pay decisions, market analysis
- **Change Management:** Prosci, change workstreams, manager communications
- **Project Management:** Cross functional projects, milestone tracking, project teams
- **HR Operations:** Onboarding, policy communication, HR processes
- **Employee Relations:** Employee support, issue resolution, risk assessment

SKILLS

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|---------------------------|-----------------------------|--------------------------|----------------------------|
| • HR business partnering | • Workforce planning | • Performance management | • Compensation partnership |
| • HR generalist practices | • Leadership development | • Career development | • Talent planning |
| • Business acumen | • Organization optimization | • Employee engagement | • Negotiation |
| • Talent management | • Organizational change | • Strategic HR planning | |

PROFESSIONAL AFFILIATIONS

- Regional HR Association, Professional Development Volunteer, 2022 to Present.
- Summit Avionics Group HR Mentoring Circle, Facilitator, 2024 to Present.

LANGUAGES

- English (Native)
- Spanish (Intermediate)

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST