

**Elizabeth Roche, SPHR**  
**Senior Trainer & Staff Consultant**

**Brief Biography**



Elizabeth is a highly experienced professional in the field of Human Resources, with a variety of experiences spanning more than 15 years. She is widely versed in all areas of Human Resources and has demonstrated her expertise in all disciplines of HR when she became certified as a “Senior Professional in Human Resources” in 1995. This designation is awarded by the international Society for Human Resource Management and is now hers for life.

In addition to being effective in all areas of HR (recruiting, safety, training, employee relations, benefits and compensation), she is also a specialist when it comes to training. Elizabeth spent nearly a decade working as Director of Training for an agricultural trade association. During that time, she developed and presented dozens of training modules which concentrated on both supervisor and management skills; as well as training on topics of importance to the HR professional. Her work within the trade association also consisted of providing advisory services to member companies on a wide range of HR topics. Working hand-in-hand with labor attorneys, Elizabeth was an invaluable source of information to the member companies and accurately assessed when an issue needed legal attention.

Elizabeth has also done the in-house HR work. From 2003 to 2006, Elizabeth was a part of the senior management group of a start-up company experiencing 30% growth year over year. As the head of the HR function, she had responsibilities for developing all company procedures, policies and processes related to the employees spread out over a dozen states. During her tenure, the company grew from 725 employees to over 2,000 while adding large manufacturing locations and consolidating small existing ones. She was instrumental in the strategic planning of the company as it met the challenges of rapid growth and expanded market share. Additionally, she spearheaded the defense of a number of government agency investigations and charges, as well as handling the successful management campaign against an organizing attempt by the Longshoreman’s Union in the state of Washington.

Elizabeth has enjoyed a state wide reputation as an engaging trainer and presenter. She has been invited to speak at several industry conferences in addition to being a favorite speaker to the trade association members. She is an instructor for Cal State San Marcos’ Extended Learning department. Additionally, Elizabeth was instrumental in the design of Employers Group’s HR Generalist Certificate program (instructor-led and e-learning modes of delivery) along with the HR Manager Boot Camp which provides twelve strategic HRCI credits. She also served in a key oversight role in the creation of Employers Group’s AB1825 Harassment Prevention program for supervisors (e-learning and instructor-led).

In all roles, she continues to guide employers in numerous valuable HR functions, assisting companies to increase their bottom line and realize their strategic goals.

<b>Degree(s)</b>	Occidental College	
<b>Industries Served</b>	Financial Services, Property Management, Business Services, Hi Tech, Sales, Education, Manufacturing, Government, Agricultural, and Hospitality.	
<b>Program Design / Training Delivery</b>	Employment Law - California and Federal	Employee Relations Performance Management

	Leadership Terminations and Layoffs Wage and Hour Leaves of Absence Leave Administration Compensation and Benefits Supervisory Law Preventative HR Practices	Performance Documentation Workplace Investigations Workplace Diversity HR and Supervisory Communications Sexual Harassment HR Policy Design HR Strategic Management
<b>Professional Development and Activities</b>	Society for Human Resource Management (SHRM) Professionals in Human Resources (PIHRA) American Society for Training and Development (ASTD)	
<b>Delivery Style</b>	Interactive facilitation	