

# Dr. Alicia M. Straughter

## HUMAN RESOURCES LEADERSHIP

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### CAPABILITY STATEMENT

AMS Consulting is a human resources firm focusing on providing HR leadership and D&I strategies to improve talent and business growth by devising solutions to improve performance, diversity, and the culture. Our team possess a comprehensive set of skills and experience that make us well-equipped to drive strategic HR initiatives, foster a positive work environment and maximize organizational performance.

#### CORE COMPETENCIES

Led by Dr. Alicia, AMS Consulting Service's team brings to its clients more than 25 years of experience in multiple disciplines:

- Strategic HR Management
- HR Compliance and Risk Management
- Employee Relations and Engagement
- Coaching, Leadership & Team Development
- Values and Mission Alignment
- Change Management

#### PAST PERFORMANCE

In previous work engagements, Dr. Alicia cultivated development opportunities for employees to improve and advance by fostering a learning environment, adept at building and maintaining positive employee relations. AMS Consulting Services focused on strategies that guided effective talent searches by selecting and retaining top talent, designed and implemented performance evaluation management systems, and diversity & inclusion initiatives.

#### DIFFERENTIATOR

What set AMS Consulting Services apart is Dr. Straughter's understanding that two main assets must be balanced to drive success and growth. The first is talented professionals. The second is the revenue that pays the salaries and benefits to attract talent and support retention to maintain an engaged talent pool. Effective leadership with a proven ability to inspire and motivate teams, create programs to engage staff, and excel in providing guidance and mentorship to HR staff. Armed with this knowledge, Dr. Straughter spearheaded changes in an organization experiencing losses of \$200K per month; her critical thinking, transformational and investigative research skills led to identifying and timely correcting the loss. Additionally, Dr. Straughter was a main contributor to saving a multi-million dollar federal grant through thought leadership a program was developed, implemented robust hiring process to meet federal grant requirement, within 30 days over 10k impressions on social media and built a team to execute the program. With this same tenacity, AMS Consulting attacks all its clients' challenges. First, AMS addresses the symptoms of under performing issues or failures and focuses on the root causes of the problems that drive up costs. Then AMS implements precise, efficient solutions and strategies to solve problems and prevent their recurrence.

#### CONTACT INFORMATION

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