



## Natalie Ivey, MBA, SPHR, SHRM-SCP

### Biography

Natalie Ivey is President & CEO of Results Performance Consulting, Inc., a company she founded as a start-up in 2002. Natalie is a nationally known speaker, consultant, author, and educator within the HR profession, and is a frequent guest speaker at HR conferences and university symposiums. She is known for her expertise in improving leadership performance, improving labor and employee relations, minimizing legal exposure in employment practices, and helping organizations achieve a return-on-investment from training and performance improvement initiatives. Natalie specializes in designing and delivering HR and leadership development training programs and providing practical, affordable HR consulting for smaller employers.

Prior to founding her consulting practice, Natalie worked in leadership positions in Operations Management, Organization Development, and HR Management with global service brands: Hilton, Avis, Budget Rent a Car, and American Express. During her years in Operations and HR leadership with these brands, she routinely partnered with corporate security, fraud and risk departments, and external partners on internal investigations involving misuse of assets, theft, substance abuse, harassment and discrimination, FMLA and workers comp fraud, and labor and employee relations' issues.

Natalie's academic credentials include an AS degree in Travel and Tourism Management from Johnson & Wales University, a BS degree in Business Management from the University of Phoenix, and an MBA in Management from Western International University. She also possesses the Senior Professional in Human Resources (SPHR) certification from the Human Resources Certification Institute and the SHRM-SCP credential from the Society for Human Resource Management. She is also a professional member of the Association for Talent Development. Natalie is a strategic partner with HRCertification.com; a premier provider of HRCI and SHRM accredited continuing education programs for the HR profession. She is the instructional designer of several continuing education certificate programs: *The Certificate Program for HR Generalists*, *The Internal Investigations Certificate Program*, and *The Advanced Internal Investigations Certificate Program*.

Natalie is the author of *How to Conduct Internal Investigations: A Practical Guide for HR Professionals*, which received a great book review in the Society for Human Resource Management's publication, *HR Magazine* and ASIS International's publication, *Security Management Magazine*. Her latest book, *How to Keep HR from Being the Employee Complaint Department*, will be released on Amazon.com in summer 2017. In addition to writing books, Natalie also devotes a great deal of time to teaching management training, HR training, and investigations training for employers. Her most recent training class, *Contemporary Leadership: Driving Results & Managing Risk*, teaches managers the basic "how-to" skills in supervising and leading employees--and how to do so without stepping on legal landmines.

In Natalie's spare time, she volunteers with several Florida universities to mentor college students interested in entrepreneurship. She also volunteers with Labrador Rescue of Florida, a non-profit organization committed to helping purebred Labradors find loving homes. She also provides pro bono HR expertise to several non-profit organizations, including a school for autistic children. Natalie, and her husband Ken, reside in Boca Raton, Florida with their beloved Labrador Retrievers: Sam, Ranger, and Tiny.

