

PRISCILLA S. WILSON, IPMA-SCP, SHRM-SCP, SPHR-CP

Allen, TX • [REDACTED] • [REDACTED]

www.linkedin.com/in/priscilla-wilson

PROFESSIONAL SUMMARY

Innovative and highly skilled leader experienced in initiating, launching and leading award-winning initiatives that advance positive corporate culture, improve organizational performance and enhance employee morale. Highly adept in providing strategic leadership of operational, administrative and human resources services in a manner consistent with advancing the mission of the organization. Trusted advisor to key stakeholders, senior executives and employees with an outstanding reputation for business ethics, integrity and consensus-building. Passion for public service and a desire to make a positive difference in the workplace and the community. Core competencies include:

Value-Based Initiatives • Cultural Transformation • Talent Management • Workforce Diversity & Inclusion Succession Planning • Leadership Development • Executive Coaching • Mediation • Organizational Assessment • Workforce Analytics • M&A • Business Process Improvement • HRIS Technology Solutions

PROFESSIONAL EXPERIENCE

INSIGHT HUMAN RESOURCES PARTNERS, LLC

June 2019 – present

Principal

Co-owner of an HR consulting firm that specializes in providing practical and consulting HR services to small and medium sized business and nonprofit organizations. Services provided range from developing start-up HR support, evaluation and audit of HR policies and practices, talent acquisition and onboarding, facilitating and mediating employee relations discussions, and more.

THE MERCER GROUP, INC.

May 2019 - present

Senior Vice President

Trusted advisor and business partner in public sector executive search and leadership development.

- Specialize in recruiting executive leadership for public sector and non-profit entities.
- Provide a positive end-to-end recruiting experience for candidates and hiring organizations.
- Leverage search engines, career sites, recruiting events, and other innovative sourcing techniques to find the best talent in the market.

CITY OF GARLAND, TX

2003 – December 2018

Sr. Managing Director

Served as one of 5-member executive management team. Provided enterprise level leadership for organization of 2,100 employees. Oversaw internal operational services, including Human Resources, Civil Service, Risk Management, Workforce Engagement and Public and Media Affairs.

- Participated in the development, implementation and oversight of the City's \$700M budget and internal operating policies and procedures to achieve organizational effectiveness.
- Consulted with management on departmental and organizational change management initiatives.
- Provided executive direction of the human capital strategies that aligned with the organization's culture and values, including talent management, leadership development, diversity and inclusion, employee engagement, performance management and total compensation.
- Served as executive champion in the development and execution of value-based internal communication strategies, including the creation of corporate values and brand, employee engagement initiatives and organizational performance measures.
- Created career development programs for key positions and provided one-on-one coaching and consultation with department leaders to foster a collaborative and inclusive culture.

PRISCILLA S. WILSON

- Built strong coalitions with community and business partners to increase awareness of City programs and services and to address community concerns.
- Served as liaison to the Mayor, City Council, and City Manager at various governmental, professional, civic and community events.

RESOURCES GLOBAL PROFESSIONALS (Resources Connection Consulting Group), Dallas, TX

Senior Human Resources Consultant

1999 – 2003

Primary HR advisor for clients engaged in merger/acquisition or turnaround transactions.

- Performed pre- and post- human capital due diligence, with a focus on employee benefits and remuneration plans.
- Developed and delivered timely communication to manage the flow of information and related employee anxieties.
- Created and managed financial models (workforce planning tools, total rewards quantification, compensation planning, etc.).
- Interacted across all functions, including finance, IT, operations, legal and marketing.

ADDITIONAL RELEVANT EXPERIENCE

**KAISER FOUNDATION HEALTH PLANS OF NORTH CAROLINA, GEORGIA AND TEXAS
Human Resources Director**

**CITY OF WILSON GOVERNMENT, Wilson, NC
Human Resources Director**

EDUCATION

Master of Public Administration – University of North Carolina at Chapel Hill
Bachelor of Arts – Political Science – North Carolina State University

CERTIFICATIONS

Senior Certified Professional in Public Management (IPMA-SCP)
Senior Certified HR Professional (SHRM-SCP)
Certified Professional in Human Resources (SPHR-CP)
Certified Career Development Consultant
Credentialed Mediator

LEADERSHIP EXPERIENCE

- Founding Member, Board Member and President, Texas International Public Management Association for Human Resources
- Board Member, Southern Region IPMA-HR
- Board Member, Master of Public Administration Advisory Board, University of Texas – Dallas
- Board Member and President, Kiwanis Club of Garland
- Board Member, Garland Chamber of Commerce
- Board Member, New Beginning Center / Hope’s Door (*Domestic Abuse Treatment Center*)

PROFESSIONAL AFFILIATIONS

International Public Management Association for Human Resources
Society for Human Resource Management
Texas City Management Association
Texas Association of Mediators
National Forum for Black Public Administrators
Kiwanis International