

# Lisa Herald

HR Consultant

Sapient Management Resources LLC



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Lisa Herald is a seasoned Human Resources executive with more than 25 years of experience supporting multi-state, multi-brand organizations across the skilled trades, manufacturing, medical, retail, and service industries. She is a trusted business partner known for aligning people strategies with operational and financial objectives, leading complex change initiatives, and advising executive leadership teams in both founder-led and private-equity-backed environments.

Lisa brings deep expertise across HR operations, compliance, benefits, compensation, employee relations, M&A integration, and HRIS implementations. She has a proven track record of improving employee engagement and retention, and scaling HR infrastructure to support growth.

## Selected Past Projects and Experience:

- Led multi-state HR operations for organizations with up to 2,000 employees, supporting private equity backed portfolios and multi brand businesses across plumbing, HVAC, electrical, manufacturing, retail and energy sectors
- Directed HRIS and payroll system implementations including Paycom conversions, automation enhancements, and system clean-up initiatives to improve accuracy, compliance, and operational efficiency.
- Managed HR integration during mergers and acquisitions, overseeing employee data migration, benefit alignment, policy standardization, and change management to ensure seamless transitions.
- Designed and implemented performance management frameworks, including annual reviews, 9-box talent assessments, incentive and bonus programs, and leadership coaching initiatives.
- Provided strategic HR leadership in compliance, employee relations, and risk management, including EEOC/OSHA reporting, FMLA/LOA administration, ACA filings, and investigations.

## Representative Client & Employer Profiles:

- Private Equity-Backed Skilled Trades Platforms
- Mid Market Manufacturing and Operations Organizations
- Large-Scale Distribution and Supply Chain Organizations
- Healthcare and Regulated Service Providers
- Service Driven and Customer Experience Organizations