

Lara Burnside

Coach

lara.burnside@studergroup.com



Education

Bachelor of Arts in Communications/Public Relations,
University of West Florida, Pensacola, FL

Experience

- Human Resources Leader – Studer Group
- Coach – Studer Group
- Regional Director and Human Resources Leader – All Medical Personnel

Results

- Successfully implemented processes that reduced employee turnover. Studer Group turnover for the last five years has decreased to less than 10 percent.
- Accountable for maintaining employee satisfaction and engagement. Studer Group employee satisfaction has been greater than 90% satisfaction and engagement the last six years.
- Development and facilitation of monthly employee orientation and on-boarding with ratings no less than 4.7 on a 5 point scale.
- Provide internal leadership for the human resources department which is evaluated quarterly by use of an Interdepartmental Survey. This survey evaluates four areas: responsiveness, attitude, timeliness and accuracy, resulting in consistent ratings of 4.9 on a 5 point scale.
- Planned curriculum and logistics for quarterly Leadership Development Institutes as steering team lead with consistent ratings greater than 4.8 on a 5 point scale.
- Coordinated and planned all aspects of the annual conference – *What's Right in Health Care*. Overall evaluation score from the 1542 attendees 4.7 on a 5 point scale.

Presentations/Speaking

- **American Society for Healthcare Human Resources Administration**
Retention and the First 90 days – April 2007
- **Society for Human Resource Management**
Americans with Disabilities Act - It's About Opportunity – August 2007
- **Florida Public Relations Association**
Effective Communication in the Work Place October 2007
- **University of South Florida/Business Leadership Network**
How We Got Results in the Panhandle, January 2007 and April 2007

- **University of West Florida – Disability Symposium**
Look at My Ability - September 2007 and *Disability Symposium* February 2008
- **Better Business Bureau**
Effective Communication in the Work Place January 2008
- **Autism Society**
Selecting Talent January 2008
- **ADA Torch Race**
Americans with Disabilities Act – It's About Opportunity – July 2007
- **Janesville, WI School District**
Selecting Talent and the First 90 Days – March 2008

Professional Affiliations

- American Society for Healthcare Human Resource Administration
- Society of Human Resource Management
- President – Panhandle Business Leadership Network
- Board Member – Hope Center for Teens
- Board Member – Hands on Pensacola

Recognition

- Recognized by the Pensacola Business Journal as one of Pensacola's top 40 up and coming leaders
- Panhandle Business Leadership Network Co-Chair – Florida's Chapter of the Year 2006
- Society of Human Resource Mangers, Pensacola Chapter – New Member of the Year
- Two-time Pillar Award recipient – Studer Group