



SONNIER-ALENIUS CONSULTING

Training & Human Performance Specialists

Meet Tina Alenius, SPHR, SHRM-SCP



Experienced HR Leader in:

- Change Management
- Training and Development
- Team building
- Coaching
- Diversity and Inclusion
- Employee Communication
- Employee Engagement
- Leadership Development
- Discrimination and Harassment Prevention
- Employee Relations
- Mediation

Education

- B.A., Communications, Loyola University

Certifications

- Human Resource Management Program, Rollins College
- SPHR - Senior Professional in Human Resources
- ASTD - Project Management for Trainers
- SHRM-SCP - SHRM Senior Certified Professional
- Florida Supreme Court Certified Professional/County Court Mediator
- DiSC certified
- DDI certified

- **Principal at Sonnier-Alenius Consulting since 2001**
- **Endorsed Service Provider of Employers Association Forum, Inc.**

Tina Alenius is a high energy, highly accomplished and experienced leader who leads with strategic insight, project discipline, business relationship management and thought leadership. While working alongside business partners focused on ever changing business priorities, she manages "*the people side of change*" ensuring change impacts are addressed and enterprise solutions are created.

Tina is an experienced senior HR professional who is passionate in providing performance solutions. She is a consultant who can advise as well as roll up her sleeves and get the job done. Both strategic and tactical, she leads and influences by example. Tina is a trusted partner who builds positive working relationships at every organizational level by treating every person she encounters with kindness, compassion, dignity and respect.

With demonstrated success in multiple HR disciplines, Tina's areas of expertise include:

- ♦ Leadership Strategy
- ♦ Organizational and Cultural initiatives
- ♦ Leadership and Management Development
- ♦ Employee Training and Development
- ♦ Employee Communications
- ♦ Workplace Diversity and Inclusion
- ♦ Resource Planning and Resource Management
- ♦ Employee Engagement
- ♦ Organization Change Management

By building strong human resources credibility, Tina connects personally with clients and supports them in effective decision making, successful conflict resolution, and successful change management. Tina models positive customer service skills whether she is in the classroom or working one-on-one with a client, and she prides herself on being a fair advocate in all situations.

An innovative thinker and strategic thought partner, Tina helps to identify and bridge gaps, create people and business readiness and provide organizations with holistic plans to ensure their workforces are ready for the future!

Tina has worked with many private and public sector organizations, primarily in the hospitality, tourism, and energy industries, including a Fortune 100 company and Fortune 500 companies.