



Laurie Villa

MANAGING DIRECTOR & HUMAN CAPITAL ADVISOR

THE VALUE I BRING



C-Suite HR Leadership

- Brings executive-level HR experience from complex, high-growth organizations
- Aligns people strategy with business priorities and leadership expectations
- Helps organizations navigate growth, transformation, and operational complexity



Organization Design & Governance

- Supports structure, accountability, decision rights, and operating model clarity
- Helps leaders evaluate how teams, roles, and functions should work together
- Brings board-level perspective to governance, oversight, and long-term value creation



M&A and Change Leadership

- Guides organizations through the people side of transactions, integration, and transformation
- Helps leadership teams manage communication, culture, and workforce risk
- Supports organizational resilience during periods of change



Talent, Succession & Total Rewards

- Advises on succession planning, leadership development, compensation, benefits, and engagement
- Helps organizations connect talent strategy to retention and performance
- Supports people systems that strengthen leadership continuity and organizational capability



WHY ME

Laurie Villa brings deep C-suite HR, board governance, and transformation experience to organizations navigating growth, change, and complexity.

She has led global HR teams through M&A, labor strategy, organization design, succession planning, talent management, and total rewards across complex, multi-industry environments.

With experience across aviation, technology services, consumer products, retail, education, energy, and manufacturing, Laurie brings a broad enterprise lens to human capital strategy, governance, and organizational effectiveness.

WHY LAURIE'S APPROACH WORKS



Enterprise perspective matters.

Laurie brings the C-suite and board-level lens needed to connect HR strategy to business outcomes.



Structure drives execution.

She helps organizations clarify how work gets done, who owns decisions, and where accountability lives.



Change requires leadership alignment.

Laurie helps leaders navigate transformation with more clarity, communication, and confidence.



Laurie helps organizations build stronger structures, leadership systems, and people strategies that support growth, governance, and long-term performance.

Strategic. Experienced. Built for enterprise growth.