

JENNIFER HAINS, MA, LCPC

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PROFESSIONAL EXPERIENCE

COUNSELING | MEDITATION | COACHING

Jennifer Hains, LCPC | Owner | Evanston, Illinois | June 2018 - Present

- Psychotherapist for individuals, couples, and groups, with expertise in working with life transitions, relationship issues, divorce, blended families, living with health conditions, fertility challenges, career concerns, substance abuse, body image, and grief. I see primarily adults, and work with both individuals and couples in my practice.
- Coach for individuals seeking career guidance, direction and support and teams looking to transform, grow, and challenge themselves to the next level.
- Vedic meditation teacher, offering monthly courses on the technique and weekly group meditations.
- Creator of *Mindful Leadership*, a workshop for companies or groups to apply mindfulness practices to their daily work.
- Blogger on topics such as personal growth, self-discovery, meditation, psychology, and authenticity.

Live Oak, Inc. | Intern | Chicago, Illinois | July 2010 – July 2011

- Fulfilled graduate school internship requirement at this Chicago-based group practice.
- Counseled individuals and couples dealing with mental health concerns, trauma/childhood abuse, addictions, eating disorders, life transitions, health psychology, gender and social identity development, career exploration, self-esteem, women's issues, and multicultural challenges.
- Received extensive supervision and training in Client-Centered Therapy, trauma and body-centered work, Transgender issues, and LGBTQ concerns.
- Co-created and co-led a two-and-a-half-hour workshop, Wildflowers, for women experiencing sadness and worry which incorporated verbal and non-verbal therapeutic approaches.
- Participated in open house to hire next round of graduate interns by providing an overview of the internship experience at Live Oak.

Chicago Counseling Associates | Psychotherapist (Post-Grad) | Chicago, Illinois | February 2013 – December 2015

- Completed post-graduate clinical work, under required supervision, with hours toward LCPC licensure.
- Psychotherapist for individuals and couples dealing with mental health concerns, trauma/childhood abuse, addictions, eating disorders, life transitions, health psychology, gender and social identity development, career exploration, self-esteem, women's issues, and multicultural challenges.
- Received extensive individual and group supervision and training in Client-Centered Therapy.

Meditate.Chicago. | Meditation Teacher | Chicago, Illinois | April 2014 – April 2016

- Vedic meditation teacher, offering regular courses on the technique as well as weekly group meditations.
- Taught advanced coursework for those interested in furthering their knowledge of Vedic texts and/or on the path to becoming a teacher themselves.
- Blogger on topics such as meditation, psychology, and authenticity.

PurePotentiality Coaching | Personal Coach | Chicago, Illinois | April 2007 – July 2010

- Provided personal and executive coaching to individuals interested in changing careers or pushing themselves beyond their current level on an existing career path.

- Co-facilitated two weekend retreats for women in recovery from substance abuse and eating disorders using process-oriented groups incorporating artwork and outdoor activities to foster emotional regulation, present-moment awareness, and greater acceptance of self.

TALENT AND CULTURE EXECUTIVE

Publicis Media | Chicago, Illinois | August 2014 – June 2018

Senior Vice President, Director, Human Resources | Spark Foundry | February – June 2018

- Head of HR for Spark Foundry, which has 3,500 employees around the globe and leader of team consisting of talent management, talent acquisition, learning and development professionals.
- Reporting directly to C-level leadership, built and executed strategy for programs related to culture, attracting and retaining top talent, diversity & inclusion initiatives, staff and leadership development, employee engagement, compensation practices, and employee relations.

Vice President, Director, Human Resources | Starcom USA | August 2014 – February 2018

- Oversight for a broad range of talent management programs supporting the employee population (1000) for Starcom USA in Chicago, NY, Detroit, and LA in the areas of employee relations & organizational development.
- Core lead, strategist, and key project manager for many existing and developing initiatives that drive Diversity & Inclusion, Innovation, Learning & Development, Engagement and Talent Mobility.
- Content creator and lead for program on mindfulness in the workplace focused on stress reduction and resilience.
- Managed a team of HR generalists/associates and recruiters (including one in NY) directly.

Morningstar | Chicago, Illinois | March 2002 – August 2014

Talent Acquisition and Employee Relations Director | July 2013 – August 2014

- Strategic director of company-wide recruiting efforts, ranging from creating and maintaining a campus presence to executive leadership search efforts.
- Liaison and resident expert for global employee relations, providing coaching to HR Business Partners, managers, and employees.
- Continued role in executive coaching and succession planning strategies across the firm as a result of early success in previous role as Career Development Director. Managed four direct reports including an HR assistant, Learning and Development Manager, Immigration Specialist, and Recruiting Manager.

Career Development Director | October 2012 – July 2013

- Led global employee development and learning initiatives for 3,500 employees. This included working with global management and human resources teams to evaluate business needs, develop programs, and oversee their creation, implementation and roll out.
- Managed entry-level employee development program; led employee development HR-action group; charged with creating and delivering training to 350-person sales force; responsible for implementing competency model and talent review process; created training programs: Certified to administer and interpret Hogan assessments to employees and leadership.

Independent Human Resources Consultant (1099-R) | April 2011 – December 2011

- Orchestrated employee compensation focus groups for the company's Software and Data Divisions. Conducted 12 sessions, which were then summarized, subjected to data analysis, and presented to Morningstar management.
- Supplemented recruiting efforts during a hiring push in late 2011.

Human Resources Director, Software Division | August 2003 – June 2009

- Drove end-to-end delivery of human capital solutions to the Software Division with operations in the US, UK, China and India.
- Created HR strategies and implemented HR tactics focused on improving HR service delivery to 500+ employees.
- Took the lead in improving employee relations through employee and management counseling, mentoring, and coaching in areas including performance management and rewards. Orchestrated the efforts of one HR professional and one intern while serving as a strategic advisor on all matters HR to the President of the Software Division.
- Played a key role in two successful acquisitions; took early steps to improve the depth and DNA of the Software Group; provided value added services to the company's European operations; identified a new European payroll provider; improved ramp-up time of new European employees.

Benefits and Compensation Manager | March 2002 – August 2003

- Spearheaded delivery and refinement of the company's compensation and benefits programs that included stock options, salaries, and bonuses.
- Worked in close collaboration with senior management to develop and improve a \$7M annual compensation and benefits budget focused on maintaining Morningstar's competitive position within its market.
- Implemented Oracle benefits and self-service that improved accessibility to 700 employees across the United States.
- Served on an executive-appointed team with participants from Finance and Accounting that identified and vetted potential vendors for approval.

Brown Brothers Harriman & Co. | Vice President, HRBP | New York, New York | March 2012 – September 2012

- Provided strategic HR leadership and guidance while anticipating the needs of senior leaders for Operations division at BBH, consisting of 750 employees globally.
- Proactively aligned HR strategies to support business goals and growth.
- Responsible for organizational and managerial effectiveness along with talent succession planning for the teams within the operations division.
- Created and managed an effective workforce planning strategy to support the business and continued globalization efforts in Europe.

CAREER NOTES

Early career success as Senior Implementation Analyst with ADP Retirement Services (1997-1999), Relationship Manager with Mass Mutual Retirement Services (1999 – 2000), and Human Resources Representative with Leapnet (2000-2002).

EDUCATION

M.A., Clinical Psychology, The Chicago School of Professional Psychology, Chicago, IL (GPA 3.9/4.0), August 2011

B.A., Psychology, The University of Akron, Akron, OH (GPA 3.9/4.0), May 1992

Certificate – The Life Coach Program, Coach for Life, Ocoee, FL, May 2007

Certificate (lapsed) – Senior Professional in Human Resources, HRCI, Alexandria, VA, May 2003

Certificate – Hogan Assessments, May 2013

Licensed Clinical Professional Counselor, Illinois, August 2016

Meditation Teacher Training – Vedic Meditation, Rishikesh, India, April 2014