



Joan E. Ridgeway, SPHR President

Joan E. Ridgeway, SPHR, President of Consulting Resources, Inc. has more than twenty years experience in business and human resources in the private sector, non-profit and higher education. She has worked with a variety of clients with company sizes ranging from 18 to 7,800 employees and focuses on eliminating consultant dependency.

Before joining Consulting Resources, Inc., Joan was Vice President of a firm specializing in executive search and human resources consulting. Previously, Joan was Partner in a human resources consulting firm in Northwest Indiana, and also has experience in human resources at Valparaiso University and a large financial institution.

Joan's experience in corporate, higher education and not-for-profit environments has provided clients with a fresh perspective and customized solutions. She has helped clients determine their organizational needs and establish strategic objectives. Joan also has designed and implemented performance management systems, assessed the organizational morale and employee and customer needs through surveys and focus groups, facilitated management discussions to establish strategic goals and objectives, and developed curriculum and facilitated leadership and staff professional development programs. In 2007/8 Joan developed the *Invigoration Model*TM and the *Invigoration Analysis*TM and in 2006, she co-authored the *Leadership 4 Real*SM study to uncover leadership trends and practices that organizational leaders will use to evaluate current practices and formulate strategy. Some of the companies Joan has worked with are: Kimball International, Rolls-Royce Corporation, AT&T Cable Services, Allison Transmission, J.D. Byrider, Eli Lilly, State Street Financial, Pfizer, Fisher Institute for Wellness and Gerontology at Ball State University, Community Health Promotions, Southside Harley Davidson, Center for Behavioral Health and Providence Medical Center.

Joan has served as At Large Director for the Area III Board of the Society for Human Resource Management (SHRM) and State Director for the Indiana State Council of SHRM. Ridgeway has served in many leadership capacities for the annual Indiana Human Resources Conference (i.e. Conference Chairperson, Exhibitor Chairperson, Sponsor Chairperson and Communication Chairperson). Previously, Joan was on the Board of Directors of the Northwest Indiana Chapter of SHRM and the Indiana Personnel Association. She is a member of the Society for Human Resource Management, Human Resource Association of Central Indiana, American Society for Training & Development, Central Indiana Chapter of ASTD (CIASTD), and National Association of Women's Business Owners (NAWBO). Joan served as Chair for the CIASTD Fall Forum and as a member of the Program Committee and Special Events Committee. Over the last twenty years, Joan has spoken on a variety of human resources, leadership and wellness related topics at local, regional and national conferences and has taught "Training Methods" at Indiana University Purdue University of Indianapolis.

Joan Ridgeway earned her Bachelor's Degree in Business from Butler University, a Masters in Management from Indiana Wesleyan and has a Green Belt certification in Six Sigma. She is certified as a Senior Professional in Human Resources (SPHR) and is a Certified Training Consultant through Ball State University.

Joan Ridgeway is certified in the Extended DISC[®] System, serving as an affiliate and master trainer, conducting certifications and training programs for North America.