

## Your Consulting Resource

Jim offers seasoned experience in strategic and organizational planning, change management, as well as compensation and rewards. He has assisted numerous clients design and implement the organizational architecture, structure, infrastructure, and strategic plans required to achieve their visions and goals. In addition, he has assisted other organizations build strategically-focused compensation & reward programs, as well as other human resource management initiatives, by introducing forward thinking approaches to talent management.

Jim's experience extends over a diverse mix of clients including those in the manufacturing, healthcare, insurance, bio-tech, technology & software development, education, human service, design & construction, public service, utilities, professional service and nonprofit sectors.



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In addition to starting an independent consulting practice in 2001, Jim has served as the chief human resource officer for several prominent organizations including Advocate BroMenn Healthcare (Bloomington, IL), Our Lady of the Lake Regional Medical Center (Baton Rouge, LA), SCAN Health Plan (Long Beach, CA), and the Office of the Legislative Auditor (Baton Rouge, LA). He has also been associated with several leading professional service firms including Ernst & Young, LLP, Hay Management Consultants, and First Transitions, Inc. His educational preparation includes a B.A. from Saint Louis University and a M.S. in Industrial-Organizational Psychology from Illinois State University. He also completed extensive post-graduate work at the Industrial Relations Center of the University of Minnesota specializing in organizational behavior and human resource management. Jim has earned lifetime accreditation by the Human Resource Certification Institute as well as advanced level certification from the Society for Human Resource Management.

Throughout his career Jim has also been an active teacher and speaker. He currently teaches classes in *Organizational Leadership* and *Human Resource Management* at Louisiana State University. Previously he taught at the University of California-Irvine (UCI) and is the recipient of UCI's "2010 Distinguished Instructor Award". Jim has also served on the faculties of Roosevelt University, the Chicago Institute for Financial Management, and Illinois State University. In addition, he has been a featured speaker for the annual conferences of the Louisiana Society for Human Resource Management, the Greater Baton Rouge and New Orleans chapters of the Society for Human Resource Management, the Louisiana Hospital Association, the Louisiana Association of Nonprofit Organizations, the Professionals in Human Resources Association (Los Angeles, CA), the Society of Louisiana Certified Public Accountants, and served as keynote speaker for the Annual Conference of the Southern Management Association (American Academy of Management).

Jim has also authored several articles on organization management, is a contributing author to a graduate-level textbook entitled [The Handbook of Human Resource Management](#) (Blackwell Publishers, 1995), and served on the Board of Directors for several organizations, including the *Association of Professional Consultants* and the *Greater Baton Rouge Society for Human Resource Management*.

**"Building High Performance Organizations"**