



## JENNIFER GODEL FINN

Director

c: 602-803-7103

jennifer.finn@fahrenheitadvisors.com

[VCARD](#) | [LINKEDIN](#)

Jennifer provides expertise in employee engagement, talent development, performance management, organizational development, human resources assessments, learning and development, and executive coaching. As a resourceful leader and expert communicator, Jennifer understands how to identify and align operational and talent management objectives to achieve profitability and business excellence while focusing on talent, performance, and culture.

Jennifer's career includes serving as the chief human resources officer for a \$4 billion financial services institution, where she led human resources strategy, talent management, culture transformation, change management, organizational development, performance management, compensation and benefits, compliance, and internal communications. She also has experience leading annual benefits negotiations to reduce costs, developing and executing a CEO succession plan, implementing competency and advancement models and a talent evaluation program, and enhancing the recruiting process through use of automated systems for recruiting, learning, benefits, and talent. Jennifer's thoughtful, results-oriented approach guides leaders through coaching, people planning and development, organizational restructuring, and leadership development to build stronger, more productive teams.

### FUNCTION & SPECIALIZATION

- Executive coaching
- Strategic human resources planning
- Change management and process improvement
- Succession planning and development
- Organization restructures
- Employee relations, diversity, and inclusion
- Internal communications
- Leadership and culture development

### REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- Draper Aden
- Alight
- Petsmart
- Maximus
- Financial services
- Nonprofit

### EDUCATION, LICENSES & CERTIFICATIONS

- MBA, Business Administration, Grand Canyon University
- B.S., Business Management, Arizona State University
- SHRM Senior Certified Professional
- Senior Professional Human Resources Certification
- Lean Six Sigma Black Belt Certification
- International Coaching Federation (ICF) Associate Certified Coach (ACC)
- Certified Executive Coach (CEC)
- TTI Success Insights DISC Certified

### PROFESSIONAL ASSOCIATIONS & COMMUNITY ORGANIZATIONS

- SHRM
- World Business & Executive Coaches Community
- Arizona Human Resources Executive Forum (past member)