



JILLIAN ZEMP

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

Jillian brings over 20 years of expertise to a wide range of human resources areas, including recruiting, benefits and wellness, performance management/talent development, leadership coaching and development, and employee engagement. With an HR generalist background, Jillian can provide strategic guidance that supports business outcomes while implementing organization-wide programs and processes to ensure their success. Her experience ranges from national organizations to companies with less than 40 employees and everything in between. She does not take a one-size-fits-all approach to HR and is known for creating the right programs, processes and policies that are best for each client. She is dedicated to providing excellent support, counsel and leadership to clients, executives, and employees.

Jillian's career began in recruiting and benefits at several Fortune 500 organizations before transitioning to HR management with a mid-sized, privately owned company. Throughout her career, Jillian has advised and partnered with leadership teams to create and enhance the employee experience. She created an innovative approach to measuring employee performance while providing development opportunities and financial rewards. Jillian has provided management training and coaching at all levels from C-suite executives to front-line managers.

FUNCTION & SPECIALIZATION

- Benefits & wellness
- Recruiting
- Performance management & development
- Manager training & coaching
- Process management
- Project & program implementation

REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- Degesch America
- Agilquest
- Shades of Lights
- Radical Motorsports
- Capital One
- Allianz
- CarMax
- Goodway Group

EDUCATION, LICENSES & CERTIFICATIONS

- B.S., Psychology, Virginia Commonwealth University
- Professional in Human Resources (PHR)

PROFESSIONAL ASSOCIATIONS & COMMUNITY ORGANIZATIONS

- Member of Richmond Society for Human Resources Management (SHRM)