



TIFFANY FORTUNE

Director
d: 804-955-4440, Ext. 222
tfortune@fahrenheitadvisors.com

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

Tiffany Fortune is an accomplished human capital strategist and fractional HR leader with more than 15 years of experience guiding organizations through growth, transformation, and compliance challenges. As a Director in Fahrenheit Advisors' Human Capital Consulting Practice, Tiffany partners with executives and boards to strengthen their people strategies, build scalable HR infrastructures, and align talent practices with organizational goals. She specializes in HR audits and assessments, compliance coaching for HR teams, and fractional HR leadership, including serving as the HR team of one for nonprofits and mission-driven organizations. Her portfolio spans diverse sectors including healthcare, homeownership advocacy, youth and community development, SaaS, and international organizations, giving her a unique ability to tailor solutions that address both regulatory requirements and cultural priorities. Tiffany's nonprofit board service and consulting experience include work with organizations advancing healthcare access, environmental sustainability, housing security, and community engagement. Her approach emphasizes building HR practices that protect organizations, empower leaders, and foster inclusive, values-driven workplaces.

In addition to her nonprofit expertise, Tiffany has held executive leadership roles in the SaaS sector, most recently as COO of Convert.com, where she scaled global operations, refined compensation models, and led cross-functional teams in sales, success, and support. This blend of corporate and nonprofit experience positions her to advise clients navigating both growth and compliance with equal rigor. A SHRM-SCP certified HR leader, Tiffany is recognized for her ability to serve as both a strategist and hands-on partner, and she frequently speaks on topics such as HR compliance, compensation strategy, employee experience, and the role of HR as a growth catalyst. Passionate about empowering organizations to thrive, Tiffany brings a balance of strategic vision, operational discipline, and people-first leadership to every engagement.

FUNCTION & SPECIALIZATION

- Full HR infrastructure, including policy & procedure development
- Relationship management and development
- Manager training & coaching
- Agile quality management
- Project & strategy development
- Global recruitment, talent acquisition & relocation

PAST EXPERIENCES

- Fusion, Allianz Partners Company
- Allianz Partners

EDUCATION, LICENSES & CERTIFICATIONS

- Senior Certified Professional in Human Resources (SHRM-SCP)
- Lean Six Sigma Black Belt
- Lean Six Sigma Yellow Belt Diversity and Inclusion
- Professional Scrum Master (PSM)
- Professional Scrum Product Owner (PSPO)

PROFESSIONAL ASSOCIATIONS & COMMUNITY ORGANIZATIONS

- President-Elect, Richmond SHRM, Board of Directors 2024
- Co-Producer & Co-Host of the Richmond SHRM Voices Podcast