



## TIANA NEAL

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

Tiana provides fractional and project-based leadership in HRIS, payroll, and people operations, supporting clients across industries with system implementations, payroll processing, tax compliance, and benefits administration. Her work includes developing and managing compliance frameworks, leading payroll and tax audits, designing reconciliation checklists, and implementing internal controls aligned with federal and state requirements. She has overseen multi-state payroll operations for thousands of employees, managed open enrollment processes, executed 401(k) program rollouts, and administered leave of absence programs. She also has experience training and leading consultants, managing client engagements, and supporting system transitions across platforms such as ADP, SAP, UKG, Oracle, Paycom, Paylocity, PeopleSoft, Rippling, and Workday. In addition, she has coordinated onboarding processes, implemented new HR modules, streamlined tax operations, and developed internal audit tools to ensure accuracy and compliance.

Tiana's background includes progressive roles in payroll consulting, HR operations management, client success leadership, and system implementation across organizations ranging from retail and education to technology and professional services. She has managed teams of consultants and payroll specialists, provided system training and user support, and project managed large-scale system upgrades and compliance initiatives. Her experience includes developing revenue-generating service lines, supporting private equity clients with HRIS integration and compliance, coordinating industry conference participation, and advising executive leadership teams on payroll, benefits, and tax matters.

### FUNCTION & SPECIALIZATION

- HRIS implementation & optimization
- Payroll operations & compliance
- Multi-state payroll processing
- Payroll & tax audits
- Benefits administration & open enrollment
- 401(k) program management
- Leave of absence administration
- Private equity

### REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- Transcenders Consulting Group
- EnhanceHCM
- Fashion Nova, Inc
- Cotton On, USA
- Long Beach Unified School District
- ADP

### EDUCATION, LICENSES & CERTIFICATIONS

- B.A., Mass Communications, Auburn University
- Executive MBA, Business Administration, Emory University Goizueta Business School
- Learn with Workday, Workday

### PROFESSIONAL ASSOCIATIONS & COMMUNITY ORGANIZATIONS

- Society for Human Resource Management (SHRM), Member
- PayrollOrg, Member
- Entreprenista, Member