



## JANICE SHOCK

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

With over two decades of leadership spanning human resources, operations, and clinical environments, Janice delivers comprehensive HR consulting that strengthens organizational performance and workforce alignment. She provides expertise across interim HR management, compliance reporting, risk assessment, workforce planning, and the development of scalable HR policies, procedures, and people-centric programs. Adept at building HR departments and teams from the ground up, she brings deep experience in HRIS integration, process optimization, talent management, and employee engagement—helping organizations navigate growth, mitigate risk, and elevate their people operations. Her background across healthcare, life sciences, and medical technology enables her to guide leaders through complex regulatory demands, multi-state workforce consolidation, compensation structure design, and cultural integrations during acquisitions or rapid expansion.

Janice began her career as a neurodiagnostic technologist, gaining frontline clinical experience across private practices, multistate healthcare organizations, and large hospital systems. Her operational strength led her into leadership roles, ultimately serving as a Chief Operations Officer before transitioning fully into human resources, where she now leverages her combined operations and HR expertise to drive organizational transformation. Over the course of her career, she has led HR and operational functions for workforces of 200–500+ employees, developed full-scale HR infrastructures, implemented HR technology platforms, designed credentialing and compliance programs, and managed executive and clinical recruitment. Her work includes employee classification under FLSA, immigration process management, performance development systems, and the creation of training and communication programs that support engaged, scalable, and compliant workplaces. Janice holds an MBA in Marketing, a Bachelor of Healthcare Administration, and is a certified Professional in Human Resources (PHR).

### FUNCTION & SPECIALIZATION

- Fractional CHRO
- M&A people management
- Workforce optimization
- HR transformation & change management
- Labor laws, compliance reporting, and risk analysis
- Organizational stabilization, design, and leadership
- Talent management & recruiting
- Employee relations

### REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- JJ Shock Consulting
- Alliance Clinical Network
- Bioserenity, Inc.
- Natus Medical Inc. (acquired by Global Neuro-Diagnostics)
- Sleep Specialties/Neurospectrum
- Medical City Dallas Hospital

### EDUCATION, LICENSES & CERTIFICATIONS

- B.S., Healthcare Administration, University of Michigan
- MBA, Baker College
- Professional in Human Resources (PHR), HRCI

### PROFESSIONAL ASSOCIATIONS & COMMUNITY ORGANIZATIONS

- Member of SHRM Dallas