



## ERICA ELLISON

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

Erica provides fractional and project-based human capital leadership, supporting organizations with employee relations, workplace investigations, mediation, and broader HR stabilization and transformation efforts. Her work includes leading complex employee relations matters, conducting sensitive investigations, facilitating conflict resolution, and advising executives on risk mitigation, policy design, and compliant people practices. She has extensive experience addressing EEOC-related issues, designing employee relations frameworks, and training leaders on effective issue resolution. In addition, Erica partners with leadership teams on HR infrastructure development, change management initiatives, organizational design, total rewards strategy, and HR compliance across multi-state and global workforces. Her background includes implementing HR systems and processes, strengthening governance, supporting executive transitions, and aligning people strategies with business and mission objectives.

Erica's career includes progressive executive and senior leadership roles across nonprofit, technology, global professional services, and consulting environments, where she has overseen HR operations for organizations ranging from small teams to workforces of several thousand employees. She has advised boards and executive leadership teams, led workforce planning and restructuring initiatives, guided global compensation strategies, and managed HR functions spanning talent acquisition, performance management, benefits administration, and HRIS implementation. Her experience also includes managing and developing HR teams, supporting mergers and organizational transformations, generating operational efficiencies, and delivering measurable cost savings. Erica brings additional depth to her practice through her legal training and formal mediation certification, enabling her to approach employee relations, investigations, and leadership advising with a rigorous, balanced, and compliance-focused perspective.

### FUNCTION & SPECIALIZATION

- Human resource management & compliance
- Employee Relations, workplace investigations, & mediation
- Strategic HR leadership & executive business partnership
- HR compliance, risk management, & regulatory response (including EEOC)
- Organizational design, change management, & culture transformation
- Talent acquisition strategy, succession planning, & workforce planning
- Total rewards, compensation design, & benefits administration
- Multi-State workforce management & HR operations optimization

### REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- CoreSight HR Solutions
- The Internet Society
- United Methodist Family Services
- Aaken Calhoun Group
- Harris Corporation
- Viavi Solutions, Inc.

### EDUCATION, LICENSES & CERTIFICATIONS

- JD & MBA, Joint Degree Program, University of Maryland, Baltimore & College Park
- A., Business Management, The Catholic University of America
- Admitted to Maryland State Bar (Inactive)
- Certified Mediator, Maryland Courts
- Six Sigma Yellow Belt, Northrop Grumman