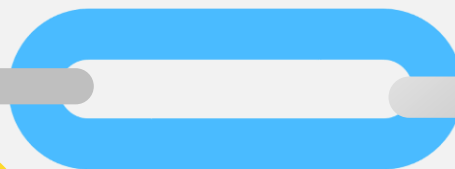
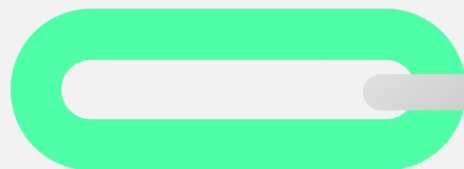




# Louisville Metro Government Partnership

# ABOUT US



## CORPORATE FINANCE & BUSINESS CONSULTING

- Internal Audit
- Tax & Treasury
- Corporate Finance
- Operational Excellence
- Sustainability



## PEOPLE STRATEGIES & CHANGE MANAGEMENT

- Talent Strategy
- Retention Strategies
- Learning & Development
- Change Management
- Communications



## LANGUAGE SERVICES

- Translation
- Interpretation
- Audiovisual



MBE/WBE/NMSDC/WBENC Certified Minority and Woman Owned



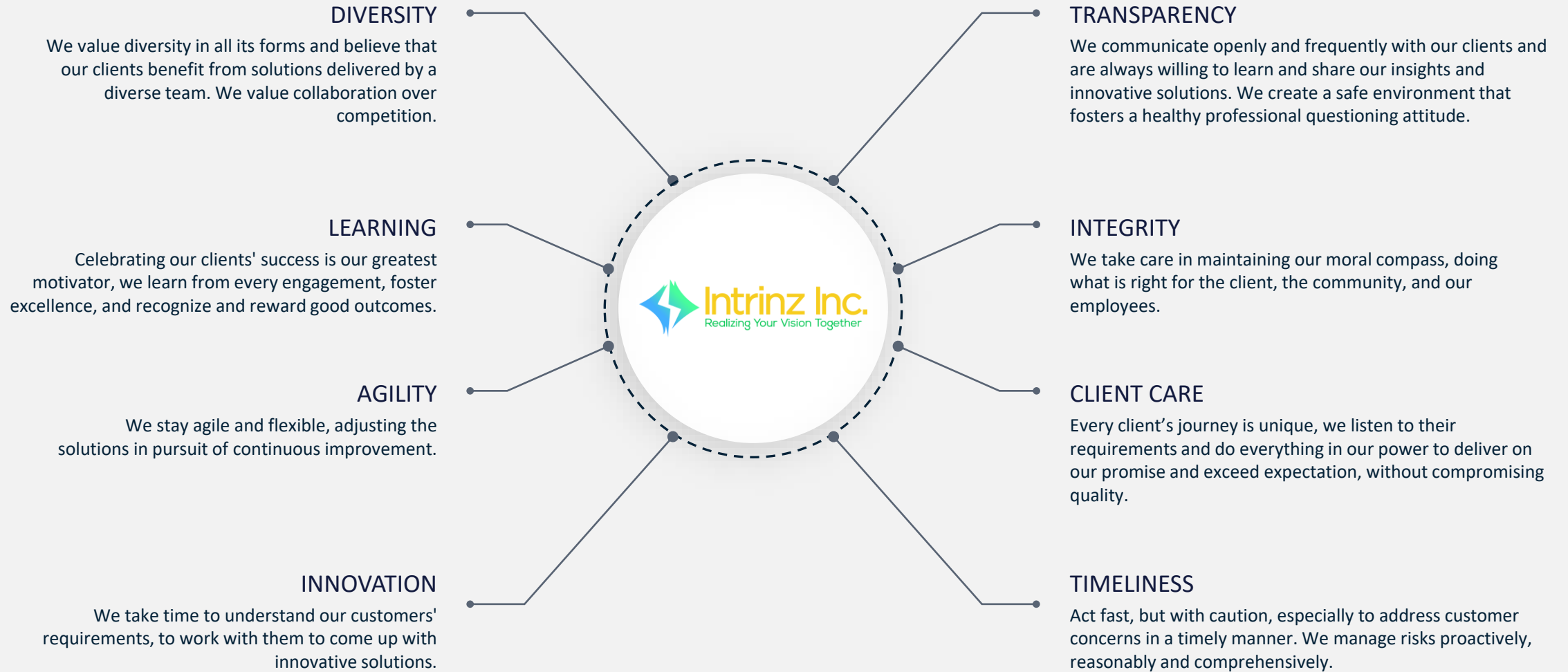
FOUNDED IN 2011



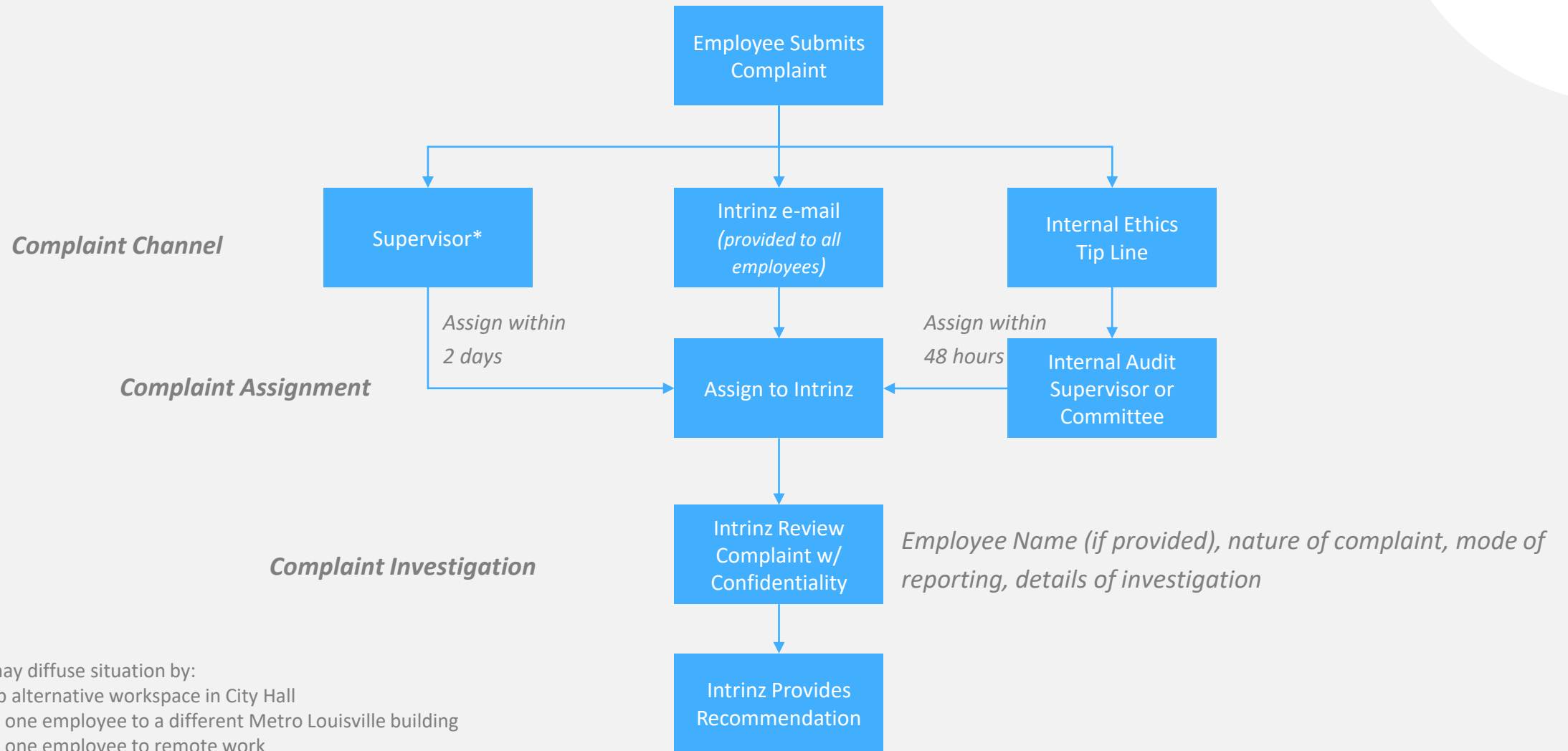
FISHERS, INDIANA

## ABOUT US

# Our Values



# Process Flow for Employee Investigations



\* Supervisor may diffuse situation by:

- Setting up alternative workspace in City Hall
- Assigning one employee to a different Metro Louisville building
- Assigning one employee to remote work
- Suspend employee with or without pay pending investigation

# INVESTIGATOR TEAM



**Audrey Wathen**

**Audrey** serves as the People Practice Lead at Intrinz, Inc, and is the lead consultant on this engagement. Her career spans 30 years in for-profit and not-for-profit Marketing and Healthcare industries in the US and abroad, with extensive knowledge in Organizational Effectiveness, Culture and Diversity, and Workforce Engagement.

In her work as Chief Human Resource Officer across sectors, she built systems and communication efforts focused on workforce initiatives, including workplace/employee investigations, and employee engagement studies. Her work enables her to effectively spearhead initiatives with diverse stakeholder groups, fostering continuous improvement and optimizing new accountability metrics.

Her business acumen in understanding the legal and regulatory environment, driving for conflict resolution, assuring confidentiality and trustworthiness, and analyzing situations to determine the best course of action makes her exceptionally qualified for this role. Audrey holds a BS degree from Indiana University and a Certification in Strategic Human Resource Management from Harvard Business School.



**Diane McDaniel**

**Diane** is the lead Harassment Investigator on this engagement. Having served as both Chief DE&I Officer for Community Health Network and the VP of D&I for Indiana Wesleyan University, she is more than qualified to lead our high-level strategic initiatives and partnerships.

A future-facing and highly effective HR Thought Leader, with more than 20 years of experience and a diverse background, working in and with private enterprises, higher education, and healthcare entities, and skilled in cultural climate transformation and management of nonprofit organizations. Diane is now in the process of changing career trajectory to provide consulting, coaching, and process design services related to organizational positioning and messaging. Excellent people skills, with ability to coach executive leadership and managers in conflict management, employee engagement, and DEIB planning and execution. Genuinely interested in leveraging stakeholder satisfaction to ensure organizational long-term success

Diane holds a BS degree in Criminal Law from Indiana University, Indianapolis, a MS in HR Development from Indiana State University, and is a PhD candidate in Leadership and Change from Antioch University.