

Pama Leggett

Chief Human Resources Officer

A seasoned Chief Human Resources Officer with 15 years of experience driving organizational excellence through strategic HR leadership, talent management, and employee engagement. Proven track record in fostering a positive work culture, developing effective HR policies, and implementing innovative solutions for talent acquisition and retention. Adept at navigating complex organizational structures, overseeing HR operations, and driving performance improvement initiatives to support business growth and success.

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(838) 856-4598

123 Main St, Rapid City, SD 57701

Education

Master of Business Administration in Human Resources Management at University of South Dakota, Vermillion, SD
Sep 2004 - May 2008

Relevant Coursework:
Organizational Behavior, HR Strategy, Talent Management, Employee Relations, Training and Development, Performance Management, Compensation and Benefits, Employment Law, and Workforce Analytics.

Links

[linkedin.com/in/pamaleggett](https://www.linkedin.com/in/pamaleggett)

Skills

Workday

PeopleSoft

SuccessFactors

ADP Payroll

Taleo

BambooHR

UltiPro

Employment History

Chief Human Resources Officer at Avera Health, SD

Mar 2023 - Present

- Implemented a comprehensive talent management strategy that resulted in a 20% increase in employee retention and a 15% reduction in turnover costs, positively impacting Avera Health's overall financial performance.
- Led the successful integration of HR systems and processes following a major acquisition, resulting in 100% compliance with regulatory requirements and a seamless transition for over 5,000 new employees.
- Developed and executed a company-wide diversity and inclusion initiative, which increased minority representation in leadership roles by 25% and earned Avera Health recognition as a top employer for diversity in the healthcare industry.

Vice President of Human Resources at Black Hills Energy, SD

Sep 2017 - Jan 2023

- Successfully implemented a new HR management system, streamlining processes and improving efficiency by 35% across all HR functions within Black Hills Energy, SD.
- Led the development and execution of a comprehensive talent acquisition strategy, resulting in a 25% increase in employee retention and a reduction in time-to-fill open positions by 40%.
- Oversaw the revamp of the company's employee training and development program, leading to a 50% improvement in overall employee satisfaction scores and a 20% increase in internal promotions.
- Initiated and managed a company-wide diversity and inclusion initiative, which led to a 30% increase in diverse hires and a more inclusive work environment as measured by employee feedback surveys.

Director of Human Resources at Sanford Health, SD

Sep 2008 - Aug 2017

- Implemented a new talent acquisition strategy, resulting in a 25% reduction in time-to-fill for critical positions and an increase of 15% in overall employee retention within the first year.
- Successfully managed the integration of HR services for two major hospital acquisitions, effectively onboarding over 2,000 new employees while maintaining a 95% satisfaction rate among existing staff.