



Leann Ploessl
Strategic HR Advisor
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EXPERIENCE

Leann has been part of the Lake Effect HR & Law team since its opening day, in 2018. Prior to that, she worked with the core of the Lake Effect team, in the same capacity, at Clark & Gotzler, LLC. Leann brings more than 15 years of experience in the Human Resources profession to her position at Lake Effect. Throughout her career, Leann has held Generalist, Solo Practitioner and Manager level roles in various industries, including retail, direct marketing, manufacturing, and professional services. She has experience in a variety of topics, including, benefits administration, compliance/benefit audits, employee relations, workplace investigations, COBRA, FMLA, performance management, and recruitment. She has been involved in various projects dealing with downsizing workforce, compliance management, ACA compliance, discipline and discharge issues, harassment investigations, and policy and procedures review and development.

Leann has been highly involved with safety in a manufacturing setting in her former role. She acted as part of the safety committee team and was involved with a multitude of safety initiatives, including training, accident investigations, identifying hazards and controls, SDS management, and inspections. Leann has received the National Safety Council's Advanced Safety Certification, a nationally recognized safety curriculum based on proven best practices.

Leann graduated from University of Wisconsin Platteville and attained the SHRM Certified Professional (SHRM-CP) certification. She is a member of Society for Human Resource Management (SHRM) and Greater Madison Area Society for Human Resource Management (GMASHRM). Leann currently serves on the Madison Festivals, Inc board.



Key Accomplishments

- Administered employee benefits plans, including annual renewal implementation and education of employees.
- Participated in organizational Strategic Planning objectives.
- Managed employee leaves of absence, including FMLA, disability and Worker's Compensation related leaves.
- Managed ACA compliance and reporting.
- Coached management and employees on performance and behavior issues, from tailored coaching through termination.
- Managed performance management programs including analyzing performance and goal setting.
- Conducted workplace investigations, ranging from performance through harassment and discrimination.
- Advised and assisted on downsizing workforces, including facilitating employee meetings and communications.
- Managed recruitment efforts for a large regional employer.
- Served as an interim HR Manager during a client's transition of HR leadership.

Professional Affiliations

- Society for Human Resource Management

Education

- University of Wisconsin Platteville – BA in Business Administration – Minor in Human Resources

Honors & Recognition

- SHRM Certified Professional (SHRM – CP)
- Advanced Safety Certificate (ASC)

Personal

- Leann lives in Mount Horeb with her husband and 3 energetic children. She enjoys watching her kid's sporting events throughout the year, skiing with her kids during the winter months, spending any free time on the water during the summer months, and being active outdoors anytime in between.



PUBLIC SPEAKING ENGAGEMENTS

- "Cultivating a Thriving Workplace"
- "Informal and Formal Coaching"
- "Managing Up or Out"
- Mt. Horeb Chamber of Commerce - (April, May, and June 2024)