

LESLIE B. JULICH

People Executive, Employee Relations Expert, Culture Shifter & HR Builder

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PROFESSIONAL OVERVIEW

Human Resources executive with strong strategic skills and a hands-on approach. Recognized for being a client-focused results-oriented leader of HR strategy, who can drive organizational change and cultivate a thriving workplace culture that aligns with business goals.

WORK HISTORY

Founder and CHRO

THE ARTISTRY OF PEOPLE, LLC, New York, NY

1.2026 - PRESENT

Providing strategic and tactical Human Resources advisory services aligned with client's people, culture & business goals.

Sr. Vice President, People & Culture

HANKY PANKY LTD, New York, NY

3.2020 - 6.2025

Reporting directly to CEO and Cofounders, successfully:

- Developed and promoted best-in-class HR strategies and practices, focusing on culture change, employee attraction and retention, and enhancing the employee experience.
- Engaged staff and planned ongoing strategy using a hands-on, in-the-trenches approach.
- Lead all functional HR areas, including Talent Acquisition, Employee Relations, Performance Management, Organizational and Learning Development, HRIS, Benefits, and Compensation.
- Mentored and coached People & Culture staff, applying similar tactics to support the Senior Management Team.
- Acted as a strategic thought partner to the CEO, collaborating on projects that drive organizational growth, including serving as acting Chief of Staff.
- Instrumental in the corporate merger and acquisition process, resulting in the sale of company.

Vice President, Human Resources

1.2017 - 2.2020

INTERNATIONAL COSMETICS & PERFUMES INC (AKA KERING BEAUTE), New York, NY

Reported jointly to the CEO and the President, effectively:

- Launched a Human Resources function at a North American marketer and distributor of luxury consumer goods.
- Created and implemented all strategic and tactical HR management for the ICP brand, *The House of Creed*.
- Provided comprehensive HR strategy and support to the New York Corporate Office and Field Sales Teams.
- Directly managed all HR functions, including HR Policies and Procedures, Talent Acquisition, Performance Management, Employee Engagement, Employee Relations, HR Technology, Benefits Administration, Compensation and Rewards.

Human Resources Consultant

CAREERPRO2.0 LLC, New York, NY

1.2016 - 1.2017

Provided creative and effective HR solutions for small businesses in need of human resources expertise.

- Specific focus on providing guidance on policies, procedures, employee engagement, performance management, talent acquisition, reorganization, and employment compliance.
- Clients include not-for-profit, sports, entertainment, public relations, and various professional services organizations.

Vice President, Employee Relations ← Sr. Director ← Director

NATIONAL BASKETBALL ASSOCIATION, New York, NY

11.2000 - 1.2016

In this global role, created a highly effective employee relations department and team to:

- Provide counsel and direction to HR Generalists, as well as senior management and employees, to maximize employee talent and promote fair and consistent treatment of staff.
- Create and implement human resources programs, policies, and procedures to benefit the employee population, improve culture, support business goals, and increase efficiency.
- Supervise and coordinate all employee relations matters, including performance management, employee grievances, progressive discipline, workplace investigations, department reorganizations, job eliminations, and other employment terminations.
- Ensure compliance with all federal and state laws and partner closely with colleagues in Legal, HRIS, Benefits, Learning & Development, and Talent Acquisition.

**Prior work experience includes meaningful Employee Relations and Human Resources positions with PWC (fka Coopers & Lybrand) and BOOKSPAN (fka Doubleday Select Book Clubs)*

EDUCATION

EMORY UNIVERSITY, Atlanta, GA – B.B.A. in Finance & Marketing; Graduated Magna Cum Laude
HRCI (HR Certification Institute) - SPHR (Senior Professional in Human Resources) Certified

PERSONAL TOOL BOX

Known for possessing a wealth of soft and technical skills including, but not limited to:

- **Adaptability & Flexibility** – Adept at changing quickly to business needs, shifting priorities, and new challenges while maintaining effectiveness by embracing innovation, and leading transitions with resilience and a positive attitude.
- **Analytical Expertise** – Evaluate and utilize data, trends, and metrics to inform HR strategies and solve complex organizational challenges.
- **Business Acumen** – Understands organizational operations, financials, and strategic direction to align HR initiatives with business strategy.
- **Coaching & Mentoring** – Guide leaders and employees to maximize their potential and drive professional growth throughout the organization to increase employee satisfaction resulting in retaining talent and expertise.
- **Communications** – Effectively conveys information, fostering transparency, and building trust across all levels.
- **Compliance Training** – Ensure adherence to legal, regulatory, and ethical standards through robust training programs and recordkeeping requirements.
- **Corporate Acquisition** – Manage HR and administrative aspects of mergers and acquisitions, including project planning, communications, integration and change management.
- **Culture Change** – Lead transformation initiatives to shape and reinforce a positive workplace culture.
- **Decision Making** – Make informed, timely, and impactful decisions that benefit the organization and its employees.
- **Detail Oriented** – Excels at accuracy and thoroughness in processes, documentation, and analysis.
- **Emotional Intelligence** – Demonstrate empathy, self-awareness, and interpersonal effectiveness in managing teams, challenging conversations, and resolving conflicts.
- **Employee Engagement** – Create strategies to motivate, retain, and empower employees for high performance.
- **Fiscal Responsibility** – Manage budgets and resources efficiently to ensure cost-effective HR operations.
- **Integrity & Work Ethic** – Consistently demonstrates reliability and professionalism while upholding ethical standards.
- **Investigation / Grievance Handling** – Address employee concerns through fair, thorough, and expeditious investigation and resolution processes.
- **Performance & Talent Management** – Oversee talent recruitment from sourcing through performance evaluation, succession planning, and leadership development.
- **Policy & Process Development** – Create and update HR policies and procedures to support organizational objectives, including employee culture.
- **Problem Solving** – Identify challenges and develop effective solutions to complex HR and corporate issues.
- **Professional Development** – Design and facilitate programs to enhance employee skills and address performance gaps and organizational need.
- **Project Management** – Lead HR initiatives and corporate projects from conception to completion, ensuring accountability and timely successful outcomes.
- **Relationship Building** – Establish strong partnerships with stakeholders, executives, and employees.
- **Reorganizations & RIFs** – Propose, lead, and manage workforce changes, including restructuring and reductions in force, with sensitivity and compliance.
- **Reporting** – Utilize HR metrics, KPIs, and analytics to inform decision-making and demonstrate impact.
- **Team Building** – Foster collaboration, trust, and high morale among HR and cross-functional leaders and teams.
- **Time Management** – Prioritize tasks and manage workload efficiently to meet organizational deadlines.
- **Work / Life Initiatives** – Promote programs and policies that support employee well-being and balance.

TECHNICAL PROFICIENCIES

Software - MS Word, Excel, PowerPoint, Visio, Outlook, Copilot; OrgPlus; Smartdraw; Canva; Google Doc; ChatGPT
HRIS Platforms - PeopleSoft; ADP WFN; NOVAtime; Ascentis; UKG Ready
Project Management Systems – WRIKE; Monday.com