



Paul Birk

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Background

Paul joins Landes & Associates with more than 20 years of experience leading the HR function for a variety of manufacturing, distribution and service oriented companies. He has built a career on creating innovative solutions to complex human capital issues, boosting organizational trust and engagement, overcoming communication barriers, and transforming obsolete performance management systems.

Paul's consulting work is grounded in practical processes proven to transition organizational culture in a sustainable manner that advances employee engagement and the financial success of the organization.

Paul has successfully developed and implemented a number of innovative processes including:

- **Continuous Improvement** – resulting in 32% annual savings in operations expenditures
- **Strategic Business Communication** – which eliminated duplicative administrative efforts and increased business development initiatives three-fold
- **Performance Management Systems** – which have increased employee engagement, retention and overall organizational effectiveness
- **Technical Sales Certification** – that created value-added sales that increased contribution margins by 22%
- **Succession Planning** – establishing a 3-level bench of successors, each with a detailed professional development plan as well as a mentor to support them through the process

Paul earned his Bachelor's degree in Psychology from the University of Missouri – St. Louis, and he obtained his certification in leadership from the Center of Creative Leadership. He is also a certified Professional in Human Resources (PHR) through Webster University and the Society of Human Resources Management.

Service Areas

- Organizational Structure Design and Development
- Executive Recruiting
- Talent Development
- Change Management Leadership
- Executive Coaching & Counseling
- Innovative Approaches to Building Talent Pipelines
- Great Game of Business Practitioner
- Character Core Specialist
- Training Development Specialist

