



Elissa C. O'Brien, MBA, MS, SHRM-SCP

Chief Membership Officer

Elissa O'Brien, MBA, MS, SHRM-SCP has over 20 years of proven human resource successes with significant strategic human resource leadership experience within diverse industries ranging from financial services to health care. Her specialized areas of strength include development and execution of workforce and HR strategies and programs, information systems, and service delivery mechanisms that align with customer and business needs; development of workforce scorecards and HR performance metrics that assess effectiveness of results. Elissa has proven success as a strategic contributor in building organizational capability, a high-performance culture, and executing initiatives to build employee engagement, change leadership, and organizational effectiveness through process improvement and team development. Her specialties also include labor relations and union negotiations, strategic planning, and organizational design.

Prior to joining SHRM, Elissa served as Senior Vice President of Human Resources and Training with WinnCompanies, where she led the creation of strategic initiatives to ensure the efficient use of human resources by fostering a shared business vision among diverse groups with varied interests. As a member of WinnCompanies' senior leadership team, Elissa's responsibilities included the design, development and administration of human resources strategy, service delivery, policy and programs, including talent management, total rewards, employee/labor relations, organizational and employee development, payroll and HRIS management, and strategic planning facilitation.

Prior to joining the WinnCompanies, Elissa served as Director of Corporate Human Resources for Steward Health Care System, LLC and directly reported to the Chief Human Resources Officer. Steward Health Care System, a for profit hospital system, headquartered in Boston, with over 17,000 employees serving

more than one million patients annually in 85 communities. Prior to joining Steward, she was Vice President of Human Resources for Wingate Healthcare. In this role, she served as the chief HR Officer for Wingate Healthcare which employed 4,000 employees in over 20 different locations throughout Massachusetts and New York. She also served in various Human Resources roles which developed and created human capital strategies. In addition to her work experience, Elissa was an adjunct professor teaching Human Resources Management at Bryant University, a leading business school located in Rhode Island.

Elissa has served in a number of volunteer roles for SHRM, including the Special Expertise Panel on Labor Relations, State Director for the Rhode Island State Council of SHRM and President of the Human Resources Management Association of Rhode Island. She has been an active member of SHRM since 1993. She has testified before the United States Senate committee on H.E.L.P., the U.S. Department of Labor and was an invited speaker at Georgetown University on the issues relating to the government mandates of leaves of absences and workplace flexibility.

Elissa holds a Master of Business Administration Degree and a Master of Science Degree in Managerial Technology from Johnson and Wales University, Providence, R.I., and a Bachelor of Science Degree in Human Resources Management from Salve Regina University, Newport, R.I.

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Founded in 1948, the Society for Human Resource Management (SHRM) is the world's largest HR membership organization devoted to human resource management. Representing more than 285,000 members in over 165 countries, the Society is the leading provider of resources to serve the needs of HR professionals and advance the professional practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates. Visit us at shrm.org.