

AMY BAKER-OGUNYEMI

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CHIEF PEOPLE, LEARNING & ORGANIZATIONAL DEVELOPMENT EXECUTIVE

Organizational Development · Leadership & Talent Development · Employee Experience & Culture

People-centered organizational development executive with 20+ years building high-performing teams, strengthening workplace culture, and developing leaders across multi-state and mission-driven environments. Combines compliance rigor with human-centered leadership to design training systems, coaching frameworks, and engagement strategies that translate directly into performance. A founder-operator fluent across the full organizational lifecycle — from leadership capacity-building and workforce development to change management and sustainable organizational design — trusted to grow people and the systems that support them.

EXECUTIVE PROFILE

Led HR and workforce transformation across logistics, transportation, retail, property management, education, and nonprofit sectors. Known for combining compliance rigor with people-centered leadership — developing high-performing teams, strengthening workplace culture, and building sustainable organizational systems that support long-term growth.

CORE EXECUTIVE CAPABILITIES

Organizational Development	Leadership Development & Coaching
Learning & Training Systems	Talent Development & Succession
Employee Experience & Engagement	Workforce Development
Culture Transformation	Change Management
Team Building & Capacity-Building	Performance Management
Employee Relations	HR Operations & Compliance

PROFESSIONAL EXPERIENCE

Director of Human Resources

2023 – Present

National Logistics & Transportation Firm | U.S. & Canada

Scope: 270 employees · 2 countries · 8 states · 43 unique labor markets

- Served as **enterprise culture leader behind three-time Most Loved Workplace® certification** (Best Practice Institute, 2024, 2025 & 2026) — partnering with individual business units to develop engagement action plans and reviewing executed items for accountability, driving year-over-year engagement gains.
- **Developed an inexperienced team into a capable, credentialed function** — designing structured development plans, coaching, and training that advanced a successor to full ownership of payroll, benefits, and 401(k) administration in under a year.
- Modernized enterprise **performance management** — integrating KPIs, coaching, and quarterly review cycles — and built workforce analytics dashboards enabling leadership decision transparency and accountability.
- Served as **strategic advisor and executive coach to senior leadership** through restructuring and organizational change cycles, leading cross-functional change-management with a methodical, people-centered approach.
- **Inherited a department in crisis** and rebuilt it into the most compliant, stable function in five years — resolving **400+ agency notices**, clearing a multi-year payroll tax backlog, eliminating a six-figure state penalty in full, and **compressing the 401(k) audit cycle from ~14 months to 6–8 weeks**.
- Cut **payroll processing from 3 days to 1 (67%)** and reduced the error rate by 95%+ through reconciliation tracking, incident reporting, and systems automation; established U.S. oversight of Canadian operations and built the function from the ground up (SOPs, compliance calendar, audit workpapers).

Founder & Chief Executive Officer
Mon Amie's Solutions (L3C) | Mission-Driven Workforce & Education Enterprise

2019 – Present

- Founded and scaled a mission-driven L3C enterprise spanning three practice areas — **learning, leadership development, and wellness** — strengthening families, developing youth and emerging leaders, and helping organizations build healthier cultures.
- Built **leadership development and coaching programs** (Leadership Lab™) and culture/HR consulting offerings (Culture360) serving schools, nonprofits, and employers; designed curricula, training systems, and engagement frameworks.
- Directed financial planning and revenue-model development; built and led a cross-functional delivery team and established strategic partnerships with schools, nonprofits, and workforce agencies.

Governance: Operates with an independent delivery team and leadership structure; executive oversight performed outside the primary corporate role and non-competing with employer sector.

Strategic Human Resources Director
Multi-State Property Management Company | 55 Locations | 5 States

2013 – 2020

- Reduced organization-wide turnover **16%** through engagement strategy and modernized benefits; led multi-year workforce transformation aligning leadership capability and performance systems with growth strategy.
- Scaled the HR function **300%** to support multi-state expansion — redesigning HR architecture, leadership accountability structures, and development pipelines across 55 locations.
- Maintained **zero employment litigation throughout tenure** through proactive, people-centered governance; oversaw **\$30M** annual multi-entity payroll and secured **\$165K** in workforce funding supporting 167 employees.

Human Resources Manager
National Retail Corporation | Louisiana & Texas

2009 – 2013

- Mentored 12 emerging leaders to **100% advancement** into executive roles; designed leadership development and workforce planning models aligning staffing to sales forecasts.
- Standardized onboarding and training frameworks and modernized operational consistency across a multi-store network.

SELECTED ENTERPRISE OUTCOMES

3x Most Loved Workplace® certified (2024, 2025 & 2026)	100% leader advancement (mentored cohort)
16% turnover reduction	300% HR function scaling
15% productivity improvement	12 yrs zero employment litigation (career)
67% payroll processing time reduction	14mo→6wk 401(k) audit cycle compressed
\$30M annual payroll oversight	\$165K workforce funding secured

EDUCATION

- **Doctor of Education (EdD), Community Care & Counseling — Traumatology** (in progress), Liberty University
- **M.Ed., Human Resources & Workforce Development** — University of Arkansas
- **MBA** — University of Phoenix
- **B.S., Human Resources Management** — Louisiana Tech University

PROFESSIONAL AFFILIATIONS

Society for Human Resource Management (SHRM) · Alpha Kappa Alpha Sorority, Inc.