

ALAN J. HOLZ MANAGER

Alan is the Human Resources Manager and Consultant in the St. Paul Office of Olsen Thielen and has more than 28 years of human resources experience. He consults with both for-profit and not-for-profit organizations regarding human resources and board governance issues plus facilitates strategic planning sessions. Alan joined the Firm in 1998.

EXPERIENCE

- Acts as a technical resource and provides neutral, third-party advice and counsel on pressing human resources issues.
- Designs and implements training programs to increase supervisory/managerial skills and effectiveness.
- Sources and interviews candidates for key positions.
- Designs systems and processes to attract, develop, compensate and retain employees providing a competitive advantage.
- Prepares employee handbooks to minimize liability, ensure compliance and maximize positive employee relations.
- Develops and facilitates strategic planning sessions with Boards of Directors, CEO's and key management staff.
- Assists in the design of benefit programs including health insurance cost-reduction strategies.

CORE SPECIALIZATIONS

Human resources compliance
Policies and practices
Recruitment and selection
Compensation and benefits
Performance management
Training and organizational development
Equal Employment Opportunity (EEO) and Affirmative Action Plans (AAP)
Strategic planning/board retreats

EDUCATION AND AFFILIATIONS

Bachelor of Arts in Political Science and Communications,
University of Minnesota, Twin Cities
Master of Science in Counseling and Guidance, Minnesota State
University, Mankato
Society for Human Resources Management (SHRM)
Former adjunct faculty, St. Paul Technical College Human
Resources Program



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