

JEANNE DOUGHERTY, SPHR



Over 23 years' experience in human resource management: training and organizational development, change management, employee relations, compensation, and talent management.

Education

- **Post Masters Certificate, Training and Organization Development**
St. Joseph's University
Philadelphia, PA
- **MBA, Finance,**
LaSalle University
Philadelphia, PA
- **BA, History,**
Chestnut Hill College,
Philadelphia, PA

Affiliations & Service

- SHRM

BIOGRAPHICAL SUMMARY

Jeanne Dougherty has over 23 years' experience in Human Resource Management in Healthcare and Chemical Manufacturing.

As an HR Business Partner at Jefferson, Jeanne partners with client leaders to deliver HR solutions that support the strategic initiatives and goals of her client departments/units and the organization.

Prior to her Business Partner role, Jeanne was a Senior OD Specialist for TJUH. She championed the implementation of hospital wide initiatives to support the organizational goals and business strategies. Projects included the Employee Engagement Survey, Re-definition of hospital values and roll-out of SCOR values to TJUH organization, and integration of values into the Performance Management process.

Prior to joining Jefferson, Jeanne spent 15 years at Arkema, a chemical manufacturer with annual sales of \$7.5 billion. She provided HR support to R&D and Engineering and managed the University Recruiting and Mentoring programs for the Engineer Development Program. Jeanne was also responsible for implementation of Leadership Training and Performance Management initiatives for over 20 plants and facilities in North America.

Her various experiences working with managers and leaders has strengthened her project management and coaching skills, which she enjoys very much. She strongly believes in aligning the values of an organization to employees' behavior and consequently strengthening the culture. She is detail-driven, while also keeping the big picture in mind so that she can help her clients understand all relevant aspects of a situation.

Jeanne enjoys volunteering as a Guide at the Philadelphia Museum of Art and spends her free time at the beach in Ocean City.

CONTACT

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