



Carrie Kirby

Manager

HR Practice

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Carrie is a strategic and people-focused Human Resources Manager at Growth Operators who specializes in aligning people strategies with client business goals to drive performance, engagement, and growth. She brings proven expertise across HR technology, performance management, payroll and benefits administration, and employee engagement. Throughout her career in Retail, Higher Education, and Non-Profit sectors, Carrie has designed and implemented initiatives that strengthen culture, streamline operations, and improve organizational effectiveness.

Her approach blends data-driven decision-making with a genuine commitment to building inclusive, high-performing teams. Whether navigating change, optimizing HR systems, or coaching leaders, Carrie focuses on creating workplaces where people can thrive and organizations can achieve their strategic potential. Known for her collaborative leadership style and clear communication, she is passionate about translating HR insights into meaningful, measurable impact.

EDUCATION

Bachelors of Science - Human Resources

University of Minnesota, Carlson School of Management

EXPERIENCE

HR Manager

eyebobs

Senior HR Generalist

University of Minnesota, College of Design

HR Generalist

University of Minnesota, Foundation

HR Coordinator

Clifton Larson Allen

STRENGTHS

Strong ability to rapidly acquire new skills and adapt to unfamiliar software and job responsibilities

Collaborative

Communicator

Efficient and Organized

Flexible

Relationship Builder

AREAS OF EXPERTISE

Strategic HR Technology Implementation

Leverages HR systems to improve efficiency and provide actionable insights that inform workforce planning and decision-making.

Performance Management Leadership

Develops tools and processes that empower leaders to recognize achievement, set clear goals, and enhance accountability across teams.

Payroll and Benefits Administration

Ensures accuracy, compliance, and employee satisfaction through streamlined payroll processes and thoughtfully designed benefits programs that support overall well-being.

Culture and Engagement

Fosters inclusive, connected workplaces through engagement surveys and action plans that translate employee feedback into meaningful organizational improvements.

INDUSTRY EXPERIENCE

Retail

Higher Education

Non-Profit



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