



Elizabeth Aarness

Director

HR Practice

651-329-2279

elizabeth.aarness@growthoperators.com

<https://www.linkedin.com/in/elizabeth-aarness-16ab1622/>

Elizabeth Aarness is a seasoned human resources leader with more than 20 years of experience aligning people strategy with business performance. As Director in the Human Resources Practice at Growth Operators, she partners with executive and operational leaders to design scalable HR solutions that drive clarity, accountability, and measurable results.

She brings deep expertise in HR strategy, HRIS system enhancements and enterprise-wide transitions, mergers and acquisitions integration, compensation strategy, and organizational design. Elizabeth is known for stepping into complex or fast-moving environments and quickly creating structure, alignment, and momentum.

Her leadership style combines strategic advisory with disciplined execution, helping organizations address immediate challenges while building scalable HR infrastructure for long-term growth.

EDUCATION

MA, Human Resources Management
Concordia University

BA, Communication Studies
Gustavus Adolphus College

PHR, SHRM-CP
Certifications

EXPERIENCE

HR Director
City Wide Facility Solutions

Founder & Owner
True Dough

Senior Human Resources Business
Partner
American Woodmark Corporation

Human Resources Manager
Target

STRENGTHS

HRIS system enhancements, upgrades,
and enterprise-wide transitions

Mergers and acquisitions workforce
integration

Comprehensive HR assessments and
infrastructure development

Executive-level HR strategic partnership

Scalable HR infrastructure design
for growth-stage organizations

Structured execution and disciplined
follow-through

Creating clarity in complex, high-
growth environments

AREAS OF EXPERTISE

HR Strategy & Executive Partnership

Partners with executive leadership teams to align people strategy with business objectives and support performance, scalability, and growth.

HRIS Systems & Technology Transformation

Leads HRIS enhancements, upgrades, and enterprise-wide transitions with a focus on governance, workflow optimization, and adoption.

Mergers & Acquisitions Integration

Supports organizations through M&A activity with structured workforce integration, risk mitigation, and thoughtful change management.

HR Assessments & Organizational Diagnostics

Conducts comprehensive HR assessments to identify operational gaps, compliance risks, and infrastructure improvement opportunities.

Compensation Strategy & Pay Benchmarking

Develops market-aligned compensation frameworks that support attraction, retention, and internal equity.

Organizational Design & Workforce Planning

Designs scalable structures and workforce strategies that support growth-stage and private equity-backed organizations.

Change Leadership & Transformation Management

Brings clarity, alignment, and steady leadership during complex organizational transitions.

INDUSTRY EXPERIENCE

Private Equity-Backed Organizations
Industrial Services & Construction
Manufacturing
Automation Technology
Education
Telecommunications Infrastructure
& Broadband

Professional Services
SaaS
Healthcare
Agriculture
Advertising Technology
Retail
Staffing

