



Joanna Leach

Managing Director

HR Practice

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Joanna Leach is a collaborative, forward-thinking HR leader who helps organizations build modern talent strategies that support growth and operational performance. As Managing Director in the Human Resources Practice at Growth Operators, she partners with executive teams to align talent, culture, and organizational structure with business objectives.

With more than 20 years of Human Resources leadership experience, Joanna has guided scaling and transformation initiatives across small businesses and mid-sized global organizations. She brings significant experience supporting private equity-backed companies through periods of rapid growth, with a focus on culture alignment, operational excellence, and leadership effectiveness.

Joanna is known for balancing strategic vision with hands-on execution. Her work spans talent strategy, workforce transformation, and HR program modernization, helping organizations strengthen people systems, improve engagement and retention, and build scalable foundations that support long-term performance.

EDUCATION

MS, HR & Change Leadership
University of St. Thomas

BA, Organizational Communication
University of WI Eau Claire

EXPERIENCE

Chief People Officer
Fortra

Human Resources Director
Spok

Sr. HR Representative
Boulay

STRENGTHS

Change Management
Coaching & Advising
Cross-Functional Collaboration
Strategic Business Partner
Team-Oriented

AREAS OF EXPERTISE

Talent Strategy & Business Partnership

Partners with leadership teams to align hiring, employee development, engagement, and retention strategies with business goals.

Operational Excellence

Modernizes HR programs, processes, and systems to improve efficiency, scalability, and organizational effectiveness.

Workforce Transformation

Leads organizations through periods of growth and transition by aligning people, culture, and structure with business strategy.

Mergers & Acquisitions Leadership

Supports HR due diligence and post-merger integration efforts to ensure cultural alignment and capture deal value.

INDUSTRY EXPERIENCE

Cyber Security /SAAS
IT
Professional Services
CPA Advisory

Insurance
Healthcare
Broadcast Media



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