

STEVE LAVAGNINO
County Supervisor
Fifth District
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YESENIA CUEVAS
Administrative Assistant
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COUNTY OF SANTA BARBARA

Date: 3/15/2023

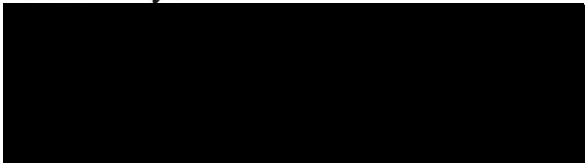
Clerk of the Board of Supervisors
County of Santa Barbara
105 East Anapamu Street
Santa Barbara, CA 93101

RE: Appointment of Susan Hebyl

For placement on the Board of Supervisors agenda for the meeting of April 4, 2023.

I would like to appoint the following individual for appointment to the Civil Service Commission:

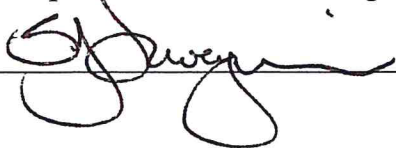
Susan Heybl



Appointee will represent the Fifth District on this commission.

Term Expires:
December 31, 2025

Fifth District Supervisor: Steve Lavagnino

Signed by: 

COB Information Verification	
<input type="checkbox"/>	Letter of Resignation on file
<input type="checkbox"/>	Vacancy Notice on file
Term:	
<input type="checkbox"/>	_____ years
<input type="checkbox"/>	Beginning date _____
<input type="checkbox"/>	Ending date _____

Profile

Susan

First Name

Heybl

Last Name

[Redacted]

Email Address

[Redacted]

Street Address

[Redacted]

City

CA

State

93455

Postal Code

Indicate Supervisor Who Will Receive a Copy of your Application *

Fifth District - Steve Lavagnino

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

Which Boards would you like to apply for?

Civil Service Commission: Submitted

Reference 1 Name

Laurie Tamura

Reference 1 Address

[Redacted]

Reference 1 Telephone

[Redacted]

Reference 1 Occupation

City Planner

Reference 2 Name

Anne Sandberg

Reference 2 Address

[Redacted]

Reference 2 Telephone

[REDACTED]

Reference 2 Occupation

HR Consultant

Reference 3 Name

Jean Halsell

Reference 3 Address

[REDACTED]

Reference 3 Telephone

[REDACTED]

Reference 3 Occupation

VP of Human Resources

If you are now, or have ever been employed by the County of Santa Barbara, please list the department in which you worked, your title, and the dates you were employed.

Non-Applicable

Interests & Experiences

Please explain why you are interested in serving, and what experience you bring to the Committee. Attach additional documentation as necessary.

I have 34 years of experience as an HR Professional. I have extensive experience in Employee Relations and I enjoy serving my community.

Give any information explaining qualifications, experience, training, education, volunteer activities, community organization memberships, or personal interests that bear on your application for the above Board, Commission or Committee. Attach additional documentation as necessary.

I have a BA Degree in Communications from USC and an MBA from the University of Laverne. For over two decades, I have mentored college students as well as seasoned professionals in the workplace. I have co-authored an Interview Training program that is sold through HRD Press. I have also created and delivered a Sexual Harassment Program that I facilitate to both large and small organizations across the United States. I have volunteered for many different HR professional organizations throughout California in the past several years.

Demographics

Ethnicity

Caucasian/Non-Hispanic

Gender

Female



Date of Birth

Education Completed:

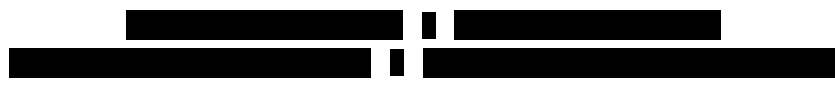
Master's in Business Administration

Please Agree with the Following Statement

I agree that upon submission of this application all information provided is a matter of public record, and is subject to disclosure.

I Agree *

SUSAN HEYBL



Summary

A Talent Acquisition & Organizational Development Consulting Professional with more than 15 years experience in recruiting, developing, managing and consulting individuals and teams in performance improvement programs. Executive level success in training development, retention planning and implementing effective recruitment strategies. Proven success to motivating multiple groups to achieve corporate and personal objectives. Exceeds client and company expectations consistently.

- Compensation
- Training & Development
- Multiple ATS Systems
- Succession Planning
- Full Cycle Recruiting
- Development Planning
- Building Positive Cultures
- Employee Relations
- Client Engagement
- Executive Interface
- Team Leadership
- Assessments

Professional Experience

HR COACHING TOOLS

2002 - Present

Principal Consultant, Santa Maria CA

Extensive experience in technical and non-technical recruiting and on-boarding individuals at all levels within an organization. Coach, influence and partner with leaders to increase talent, performance and engagement. Managing Partner of a job suitability assessment used for selection, development, succession planning and performance benchmarking.

- Remote RPO Contract Senior Recruiter for several different clients: engage passive talent and position the organization as an employer of choice in functions such as Quality, Engineering, IT, Finance, HR, Marketing, Sales, Cyber Security, Operations, and Program Management.
- Drive the recruitment process for senior business leaders – coaching and guiding managers throughout the process. This includes creating interview guides, feedback forms, owning interview planning and debrief sessions and coaching interview teams on behavioral-based interviewing techniques.
- Contract recruiting for IT, Mental Health, Manufacturing, Engineering, Healthcare, Insurance, Professional Services, Consumer Products and Aerospace Industries.
- Onsite Employee Relations Consultant for 12 months providing advice and guidance to senior leadership team regarding employee relations issues, conducted investigations on policy violations including sexual harassment, discrimination and provided appropriate recommendations.
- Evaluated a company's compensation structure to ensure it is in alignment with market data; review and conduct a salary benchmark study; review internal pay inequity issues; adjust current compensation ranges; review & update job descriptions for 250+ jobs
- Implemented a selection program for a multi-national healthcare provider resulting in a 35% reduction in turnover

Susan Heybl Resume

- Conducted and implemented an extensive RFP to automate all of the HR processes for a global organization including recruitment, on-boarding, performance management, succession planning and learning management which resulted in a cost savings of approximately 40%
- Designed and put into practice a selection, development and career path program for a global organization using a job suitability assessment which resulted in an approximate 30% turnover within the first 15 months
- Designed and delivered interview training for a domestic organization which reduced turnover by 25% and significantly improved the hiring process
- Performed a benchmark study, using a job suitability assessment, for 5 non-exempt positions for a multi-national healthcare company which resulted in a 55% reduction in turnover and a significant cost savings

PREDICT SUCCESS

1999 – 12/2001

Managing Director, Los Angeles, CA

Provided full cycle recruiting for various positions both onsite and offsite. Assessed development needs as well as conducted training and coaching at all levels within an organization in areas ranging from supervisory / management skills to selling and service delivery. Facilitated career development and career transition workshops.

- Published co-author of Interview Training Program, “Interview for Success,” and web-based interview program, “Build an Interview,” through HRD Press
- Designed and implemented a competency-based employee development model in order to provide structured learning experiences linked to organizational needs, goals and job requirements
- Designed and employed a global career planning and development program to increase retention employee skills which reduced turnover by approximately 20%
- Facilitated leadership development workshops with an average participant rating of “outstanding”, receiving additional referrals for increased business.
- Administered a compensation program for a large merger and acquisition. Analyzed competitive market data, priced new and existing jobs (750), determined bands, conducted job evaluations, reviewed existing job descriptions and updated based on market data resulting in overall increased employee satisfaction
- Served as Master Trainer for Harrison Assessments Talent Solutions both domestic and internationally, certifying and training new consultants and ensuring best practices and consistency of service.
- Provided consultative services to major global companies, including Travelers Insurance, Dole Food Company, Curvature, OSI Hardware, United Health Group, The World Food Program, Accretive Health, DRS Technologies, and Joern.

Barclays Global Investors, San Francisco, CA

1997 - 1999

Performance Improvement Consultant

Managed and planned performance improvement initiatives, including knowledge bases and learning interventions.

- Designed and improved performance management programs with self-evaluation feedback and competitive compensation/bonus programs with individual goal setting, which increased individual and organizational effectiveness

Susan Heybl Resume

- Designed and implemented knowledge-sharing flow process and layout for new knowledge base, reducing training and problem resolution time 35%.
- Conducted coaching sessions for professional contributors and management using assessments

Education

MBA, University of Laverne

BA, Communications, University of Southern California

Certifications

Harrison Assessments Talent Solutions – Harrison Assessments International

Targeted Selection – DDI

Career Architect / Leadership Architect - Lominger

Internal Coaching / Consulting Program – PDI

Managerial Assessment of Proficiency – HRD Press

DISC – HRD Press

PS Leader 360 – HRD Press

Leadership Effectiveness Analysis 360 – Lee Hecht Harrison

Milestones Career Transitions – Lee Hecht Harrison

Associations

Society of Human Resources Management

American Society for Training & Development

Human Resources Association of Santa Barbara

Organizational Development Network

World at Work

Women's Network of Santa Maria

Susan Heybl Resume