Smarter HR for Today's Workplace
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WOMEN-OWNED SMALL BUSINESS

UEI: GK95S9J1RC19 **CAGE:** 1A6C6

Minor Consulting Group, LLC

Dr. Jacqueline Minor, PhD, PHR, SHRM-CP • Principal Consultant • Industrial-Organizational Psychology Specialist

Minor Consulting Group is a women-owned HR and organizational consulting firm applying evidence-based, I-O Psychology-driven solutions to government agencies, corporations, nonprofits, and educational institutions. Dr. Minor brings 20+ years of experience, a proprietary methodology, and dual HR certifications to deliver measurable results in HR compliance, workforce development, and organizational performance.

CORE CAPABILITIES

HR Consulting & Compliance

- HR audits, policy development & compliance
- Employee relations & conflict resolution
- EEOC response & regulatory guidance
- HRIS: Workday, SAP, ADP, PeopleSoft, SuccessFactors

Workforce Development & Training

- Curriculum design & facilitation
- Internship & talent pipeline development
- Leadership & professional development training
- HR certification prep — HRCI & SHRM

Organizational Effectiveness

- Organizational assessments & gap analysis
- Performance & change management
- Process improvement (Lean methodology)
- Succession planning & retention strategy

Talent Acquisition & Optimization

- Executive & professional coaching
- Career readiness & interview preparedness
- Talent pipeline & career pathway design

CERTIFICATIONS & CREDENTIALS

- PhD & MS, Industrial-Organizational Psychology — Capella University
- SHRM-CP — Certified Professional (Active, Exp. 02/2027)
- PHR — Professional in Human Resources (Exp. 02/2028)
- Predictive Index — Talent Optimization Consultant
- Human Resource Management — Cornell University
- Adjunct Professor of Psychology — Xavier University of Louisiana

PROFESSIONAL AFFILIATIONS

- Board Director, Workforce Development — NOLA SHRM (2020–2023)
- Advisory Board Member — Delgado Community College (2024–2025)
- HR Advisory Committee — First Tee of Greater New Orleans (2023–2024)
- Mentor — Loyola Univ. Women's Leadership Academy (May 2024–Oct 2024)
- Board President — New Orleans Speech and Hearing Center (2024–2025)

NAICS CODES

541612	HR Management Consulting Services
611430	Professional & Mgmt Development Training
541611	Administrative & General Mgmt Consulting
541618	Other Management Consulting Services
541690	Other Scientific & Technical Consulting

PAST PERFORMANCE

Ochsner Health System — New Orleans, LA
Employee Relations support for 37,000+ employees. Led workforce development initiative with 80 leaders to reduce first-year turnover.

The Tenth Institute — CILI Internship Program
Designed full internship curriculum including job, mentor & coach match processes. Administered Predictive Index assessments and delivered IDP coaching for corporate intern cohort.

Virginia Tech — Smart One Water (SOW) Academy
Strategic workforce consultant to Associate Dean of Engineering. Analyzed diversity gaps across 111 water occupations. Co-presented at NSF Engineering Research Center workshop on workforce attraction and retention.

Winnsboro State Bank — Winnsboro, LA
Delivered HR consulting services, leadership development training, and HR certification prep courses to bank leadership and staff.

Phillips 66 — Belle Chasse, LA
Reduced training time **87%** via payroll/scheduling manual redesign. Built Tableau dashboard resolving 6-month union grievance. Decreased absentee violations by **79%**.

Sparrows Group — Global (4 U.S. Locations)
Led all HR for global firm. Boosted retention **92%**, reduced ER issues **82%**, and coordinated ISO 9001 accreditation across all U.S. offices.

KEY DIFFERENTIATORS

- PhD-level I-O Psychology — science-backed, evidence-based solutions
- Proprietary **Minor Method** performance framework
- Dual HR certified: PHR + SHRM-CP (both active)
- SAM.gov registered — federal contracting ready
- 20+ years across corporate, nonprofit, government & higher ed
- Women-Owned Small Business