

# Lisa Wicker, Ph.D

Thought Leader, Women's Career Strategist, HR Trend Influencer, Best-selling Author, Speaker

---

## Summary

Dr. Lisa Lindsay Wicker is internationally recognized as a thought leader, human resources and career strategist. She is an entrepreneur, author, speaker, wife, mother and friend. With her dynamic approach to life and her signature style, she connects people across the world and finds her mission to be that of helping others to get the most out of their work lives and companies to create value. She shares contemporary relevant work life experiences and empowering principles with her clients as demonstrated in her books, *The Winning Spirit and Power Play!* Following prominent human resources careers with Fortune 500 Companies, Dr. Wicker established her own metro Detroit firm. With more than 25 years' experience creating organizational value and business results through people, she earned the reputation of an internationally recognized expert in the field of HR, change management, learning, and career development. She was voted 'Ace Recruiter' and "One of the most successful businesswomen in Detroit" by *The Detroit News*. She has been dubbed a "trailblazer" by the *Michigan Chronicle*, recognized as one of "America's Top 100 Executives" by *Uptown Magazine* and *Black Enterprise Magazine's* "Top Executives in Diversity." Although the success of her clients – spanning automotive, marketing, healthcare, government & banking – gives Dr. Wicker fulfillment, she is also consumed with finding ways to help individuals and companies realize and recognize true employee potential. Dr. Wicker's vision and can-do attitude resulted in the first ever "Metropolitan Detroit's 101 Best and Brightest Companies to Work For" program. Having conducted extensive research, Dr. Wicker learned that the companies who attract and retain talent are those who make their employees feel valued. Dr. Wicker is positioned to help you and your company and works with Individuals, business owners and Corporations to: - Manage Change - Build Capabilities - Create Strategy - Transform

---

## Experience

### **President & CEO at LWA, LLC. at Linwick & Associates, LLC**

March 2015 - Present (2 months)

Linwick & Associates, LLC. (LWA), is a global human resources firm dedicated to creating organizational value through people. We are positioned to help your organization define the sequence of steps that must occur to deliver value-added human resources to your enterprise and its customer base. Not simple, off-the-shelf answers, but a well-considered and comprehensive platform of methods, carefully orchestrated to meet and respond to your ever-changing needs. We present strategies that will establish credibility with your most important asset, your people, because we believe that a company's people and their commitment to the success of the organization is what drives productivity and ultimately value creation. In addition, we are dedicated to inspiring, developing, educating, and encouraging professionals to take personal responsibility for their careers. LWA provides strategic career planning and offers insights, workshops, seminars and presentations on the subject of career development and career planning. LWA believes today's winners

are creating their own futures, reinventing their industries, reshaping value systems within businesses and driving their businesses to become increasingly competitive.

**Vice President International Human Resources & Allied Businesses at Lowe's Companies, Inc.**

March 2014 - March 2015 (1 year 1 month)

Lisa J. Wicker is a member of Lowe's senior HR leadership team. Wicker was appointed Vice President International HR and Allied Businesses in March 2014. In this position, Wicker is responsible for Lowe's Home Improvement Company's successful entry and growth in India and the HR due diligence for all international and domestic mergers and acquisitions. She is also responsible for developing short and long term HR strategies for all aspects of how the company engages talent for a competitive advantage throughout its Allied Businesses – Orchard, Alacrity, Iris and Porch.com as well as Mexico, Australia and Canada. In addition, Wicker provides HR Business Partnership to Strategy, Business Development and International Groups in China, Hong Kong, and Vietnam.

**Vice President Employee Relations at Lowe's Home Improvement**

March 2011 - March 2014 (3 years 1 month)

Responsible for providing strategic leadership, direction and guidance in the areas of employee relations/labor relations and HR compliance across 1,700 plus stores and distribution centers for more than 225,000 employees. A member of the company's senior HR leadership team. Establish human resource policies, programs and employment practices while developing related strategies in the areas of labor relations, employee relations, HR policies, processes/practices and HR compliance including, FMLA, ADA, and Title VII. Create environments where operational leadership seek HR partnerships and counsel. Identify emerging trends in workplace analytics, specifically related to labor relations and employee engagement. A member of HR Policy Association's Labor Advisory Committee and a member of RILA's Employment and Labor Committee.

**Head, Global Talent Management, Diversity and Leadership Development at Chrysler, LLC**

December 2010 - September 2011 (10 months)

Strategic leadership responsibilities for Global Talent Management, Organization Capability, Leadership Development, Talent Acquisition and Global Diversity for 15,000 professional and executive level employees. Responsible for the design, development and implementation of enterprise-wide diversity, leadership development, performance and talent management process & systems to support the organization's capabilities and effectiveness for business strategy execution.

*1 recommendation available upon request*

**Director, Talent Acquisition Solution Strategies and Global Diversity & Compliance Office at Chrysler**

September 2009 - December 2010 (1 year 4 months)

Strategic leadership responsibilities for Global Diversity Strategies, Talent Acquisition Solutions and Compliance. Responsible for the design, development and implementation of enterprise-wide diversity

strategy, training, talent acquisition systems and solutions to support the organization's capabilities and effectiveness for business strategy execution.

**Chief Diversity Officer at Chrysler LLC**

September 2008 - September 2009 (1 year 1 month)

Chief Diversity Leader responsible for the development and deployment of the global diversity strategies platform, worklife effectiveness strategies, and HR policy compliance and governance enterprise-wide.

*2 recommendations available upon request*

**Group Manufacturing HR/ER Executive at Chrysler**

2004 - 2008 (4 years)

Maintained supervisory responsibilities for leading the HR/ER organizations including: Manufacturing Staffs, Stamping Division, Advanced Stamping Manufacturing Engineering (ASME) and Advanced Manufacturing Engineering (AME), Supply, and Facilities in day-to-day operations of all HR strategy and labor relations including Appeal Board case management and local negotiations. Sub-committee chair for the National 2007 UAW Local Negotiations.

*1 recommendation available upon request*

**Senior Executive Diversity Strategies and Operations at Chrysler**

2001 - 2004 (3 years)

**Adjunct Professor School of Business Administration at Wayne State University**

2001 - 2003 (2 years)

School of Business Administration Adjunct Professor of Organizational Behavior - Graduate and Undergraduate courses

*1 recommendation available upon request*

**Founder and President at 101 Best and Brightest Companies to Work For**

October 1999 - July 2001 (1 year 10 months)

Founder and President of the premier Human Resources awards event in Metro Detroit. In collaboration with Wayne State University and Detroit Chamber of Commerce, a metrically driven employee based recognition program was developed. Outstanding reviews by The Detroit News and other media received. Currently Honorary Chair of the Board.

**Vice President Human Resources at MGM Grand**

1998 - 2000 (2 years)

Chief HR Leader for the Detroit Property. Successfully led the opening of the first fully-unionized casino in North America. Recruited, hired and trained employees for skilled and semi-skilled positions exceeding a 53% Detroit residency rate requirement in a green-field operations. Developed and planned the human resources infrastructure including HR policy development, compensation, benefits, training, diversity and recruitment strategy, performance management, incentive comp, labor relations and safety. Provided the vision and support for the start-up venture to develop and design an employment hiring center in down-town

Detroit, the first of its kind in the City (a one-stop hiring process to yield the more than 3,000 employees in less than a year).

*1 recommendation available upon request*

### **Progressive Leadership Assignments at General Motors**

1988 - 1998 (10 years)

Superintendent - Labor Relations - Cadillac Assembly Plant Corporate HR Senior Manager - Educational Relations and Talent Acquisition - GM World Headqtrs Corporate HR Senior Manager - Organizational Capability/GM University Group HR Manager - Employee Development - GM Powertrain Divisional Manager - Public Relations/Government Affairs - GM Production Supervisor - Chevrolet Grey Iron Foundry - GM

*1 recommendation available upon request*

---

### Honors and Awards

#### **2012 Uptown Professional Top Executives**

Uptown Magazine

June 2012

Top African American executives in U.S.

---

### Organizations

#### **HR Policy Association**

August 2011 to April 2015

#### **Retail Industry Leaders Association (RILA)**

2011 to April 2015

---

### Skills & Expertise

**Diversity & Inclusion**

**Change Management**

**Negotiation**

**Transformational Leadership**

**Industrial Relations**

**Talent Management**

**Performance Management**

**Employee Relations**

**Leadership Development**

**Recruiting**

**Talent Acquisition**

**Onboarding**

**Personnel Management**

**Human Resources**

**Employee Engagement**

**Executive Coaching**

## **Organizational Development**

**Leadership**

**Business Strategy**

**Public Speaking**

**Process Improvement**

**Labor Relations**

**Team Building**

**Organizational Effectiveness**

**Staff Development**

**Employment Law**

**Culture Change**

**Coaching**

**Deferred Compensation**

**Social Networking**

**Succession Planning**

**Workforce Planning**

**Strategy**

**Training**

**HRIS**

**Conflict Resolution**

**Hiring**

**Management**

**HR Policies**

**Start-ups**

**Employee Benefits**

**Employee Training**

**Interviews**

**College Recruiting**

**Career Development**

**Applicant Tracking Systems**

**Sourcing**

**HR Consulting**

**Executive Management**

**Organizational Design**

---

## **Education**

**California Coast University**

Ph.D, Management - Human Resources

**Central Michigan University**

MA, Business Mgt

**Michigan State University**

BA, Labor Industrial Relations

Activities and Societies: Alpha Kappa Alpha Sorority Inc.

---

## Honors and Awards

2011 Real Times Media Women of Excellence Award, Uptown Professional 2011 Top 100 Executives, Spirit of Detroit Award, National Women of Color Professional Leadership Award, Vision and Courage Leadership Award, Founder/Visionary: Metro Detroit's 101 Best & Brightest Companies to Work For - Lisa Wicker Best of the Best Award

## Interests

Women's empowerment, career development, HR consulting, writing, and speaking.

---

## Publications

### **Power Play! Discover the secrets to spirit winning success**

Victory House Press LWA 2009

Authors: Lisa W.

Following in the footsteps of her first book, Dr. Wicker lays out steps for recognizing and developing the internal potential to achieve your goals and dreams. In Power Play! Discover the Secrets to Spirit-Winning Success, Dr. Wicker shares 12 steps for overcoming limiting beliefs and shows you why playing small doesn't serve you or the world. There are 95 Power Plays for career and personal success throughout the book.

### **The Winning Spirit: Building Employee Enthusiasm**

Create Space - Amazon 2006

Authors: Lisa W.

Personal or business leadership is determined by key attributes, revealed in this debut book by Dr. Lisa Wicker, a leader and trailblazer in the field of human resources for over 25 years. In this book, Dr. Wicker shows you how to put these attributes to work and explains: -why having a winning spirit is important -how to recapture the zest and vigor of your winning spirit -how to use that spirit to inspire people to give their best and more!

---

## Volunteer Experience

### **Mentor at Alternative For Girls**

January 2000 - Present (15 years 4 months)

Mentoring two teenage girls. Coaching, exposure to business, college, travel and fun.

---

# Lisa Wicker, Ph.D

Thought Leader, Women's Career Strategist, HR Trend Influencer, Best-selling Author, Speaker

---



## 7 people have recommended Lisa

"Lisa is razor sharp in her professional actions. She is a visionary, has a positive outlook, is fair, and seeks a win-win result. I have observed Lisa's ability to develop talent in others who thrive under her mentoring, and she is respectful of those she interacts with. She is driven by integrity, high performance, and delivering a quality outcome. You have to be a Leader to effectively develop leadership in others. Lisa is a superior leader and has written a success book about leadership. Her qualities will shine in any position she holds."

— **Sidney R. B.**, *President, Value Management Inc.*, was a consultant or contractor to Lisa at Chrysler, LLC

"Lisa is a terrific person to work for and with. She balances needs of the business with that of employees in a seamless manner. Lisa keeps everyone well informed on company and organizational developments and possesses an unmatched drive for results. Lisa is a visionary with a high level of business acumen. Lisa is also an outstanding coach/mentor, and has an unwavering sense of integrity."

— **Walter G.**, *Sr. Manager Global Diversity, Chrysler LLC*, reported to Lisa at Chrysler LLC

"Lisa's winning spirit has kept me motivated and enlivened for years. Working with her, and watching the growth of her company and work has been an amazing experience."

— **Linda A.**, *Owner & Principal Writer/Designer, The Write Concept, Inc.*, was a consultant or contractor to Lisa at Linwick & Associates

"It is with great pleasure and honor for me to highly recommend Lisa. She is an outstanding, professional HR leader and it has been a wonderful opportunity to work with her at Chrysler LLC. She is very active within the community as an exemplary leader and mentor. She is a definite asset to any organization that she joins and leads."

— **Joycelyn A. J.**, *Sr. Labor Relations Specialist/Sr. HR Generalist, Chrysler*, worked indirectly for Lisa at Chrysler

"Lisa Wicker was a colleague in the Department of Management at the Wayne State University School of Business a few years ago. As Adjunct Professor of Management, she taught core courses in Organizational Behavior at both the undergraduate and MBA levels, at the main campus of WSU and at the Macomb Center. Because of her extensive and varied experiences in consulting and business, including at GM.

MGM, and Chrysler, Lisa was able to provide her students with an excellent background in OB topics such as motivation, leadership, and organizational change. She emphasized team projects, presentations, and challenging cases in her teaching, and received extremely high ratings from students on their evaluation of her courses. Lisa is a very effective and well-organized speaker. I have attended conferences at which she spoke, where she has demonstrated an excellent ability to include just the right amount of material to challenge audience members without overloading them. Lisa has shown great leadership and managerial abilities as well, as shown by her taking the lead in the program "101 Best and Brightest Companies to Work for in Michigan" for 2000-2001. This program examined the work climate, organizational culture, and policies of Michigan companies nominated by employees, and selected those companies that met specified criteria for excellence. Lisa organized the both the program itself and the award ceremony at which the selected companies were recognized. Lisa is very capable, optimistic, energetic, and determined, and has demonstrated a strong record of accomplishing the goals she has set. She is a published author of books, and she is currently writing up the results of her data analysis for her dissertation, which addresses the linkage of diversity and employee diversity perceptions with organizational outcomes in a manufacturing environment. She is familiar with both the academic and private-sector environments, and would be an excellent instructor or professor in the areas of OB, HRM, or organizational change. She would also be very effective in a leadership position in an academic or business setting."

— **Ari L.**, *Senior Lecturer, Wayne State University*, worked directly with Lisa at Wayne State University

"I have known Lisa Wicker for many years, and had the pleasure of working with her at General Motors and for her at MGM Grand Detroit Casino. Working for Lisa at MGM Grand was a pivotal experience for me as I was transitioning from Finance to becoming a Human Resources (HR) professional. Lisa exemplified grace under extreme pressures to establish world-class HR practices for a start-up operation and Detroit's first casino. With many years of HR experience in the automotive industry, she quickly and easily transitioned to the new casino gaming industry. She was successful in overseeing all elements of HR, especially staffing and training 3,000 employees in seven months, with a majority of the employees being from the City of Detroit. As a result, the casino opened ahead of schedule. The success of this \$1 million dollar daily revenue casino property was made possible in part by her contribution to creating an engaging organizational culture and envisioning and implementing sound HR practices. She hired the best and exceeded operational expectations with the very creative and innovative recruitment and on-boarding methods, highly effective training plans, compensation methodology, employee relations practice, gaming licensure processes. I can attribute my successful career as a Human Resources professional in part to Lisa's mentoring and professional guidance while in that assignment and thereafter. I continue to seek her counsel and value her spot-on insights and candor. She has been a very valuable asset to our HR profession and to the organizations and people she has served. She will continue to be amongst the best and brightest business professionals for many years to come."

— **Karen S.**, *Human Resources Director, MGM Grand Detroit Casino*, reported to Lisa at MGM Grand



"I worked with Lisa at General Motors in Corporate Personnel / University Relations and have known her for over 15 years. Lisa is and continues to be an outstanding human resources professional and wonderful person. We worked together at a time when the hiring at GM was in full swing. Lisa brought a systemic approach to our recruitment processes that helped eliminate waste, more effectively targeted highly talented young recruits and assisted the staff in meeting its corporate goals. Lisa has gone on to experience significant professional growth not only as the owner of her own consulting firm but also as an human resources executive at Chrysler Corporation. The best part about working with Lisa was that she always maintained a clear perspective on the issues facing our team and was committed to making the most effective decisions to move the business forward."

— **Clark S.**, *Coordinator University Relations, General Motors*, worked directly with Lisa at General Motors

[Contact Lisa on LinkedIn](#)