

Kristine DiFiore, PHR, SHRM-CP
Vice President & Chief Human Resources Officer
Care Dimensions, Danvers, Mass.

PROFESSIONAL EXPERIENCE

Vice President & Chief Human Resources Officer – Care Dimensions, Danvers, Mass.
2018 – Present

Recruited to provide leadership and direction for fast paced growing hospice & palliative care provider. Responsible to 700+ employees and 500 volunteers in 2 offices. Lead a team of 10 Human Resources professionals. Manage a budget of \$61M.

Transformed the people organization into a strategic business partner across all lines of service.

- Collaborate with executive management to grow the business through innovative business and HR strategies.
- Restructured executive compensation plan to include performance and goal-based incentive compensation plan.
- Drove transition from outdated HR systems into a fully integrated HRIS and ATS platform using ADP and Greenhouse. Instantly improved HR metrics, reporting and sourcing candidates, while streamlining daily HR functions.
- Two-time recipient of Modern Healthcare's Best Places to Work- 2018 & 2021.
- Rolled out the organizations first Transformational Leadership and internal coaching services.
- Expanded the workforce by 15% to support new business lines.
- Negotiated 3 successful benefit renewals with total overall savings of \$800K.
- Lead the company Diversity, Equity & Inclusion Initiatives.

Vice President Human Resources – Home Health Foundation/ Lawrence, Mass. / VNA & Homecare & Hospice
2014 – 2018

Transformed HR into a true strategic partner. Responsible for a team of 8 with a budget of \$45 million.

- Responsible for all aspects of Human Resources for 7 locations across MA & NH with over 800 employees.
- Collaborated with executive management to grow the business.
- Restructured compensation and benefits program.
- Established a company internal communication program.
- Developed organizations first Employee Engagement council.
- Implemented and professionally managed company fleet leasing program for field staff.

Director Human Resources – Mary Immaculate Health/Care Services / Lawrence, Mass. / Long Term Care
2002 – 2014

Member of senior leadership team providing HR support to 300 employees over 3 locations in Massachusetts.

- Under a declared state emergency, maintained 92% of workforce while facility was closed.
- Initiated, developed, and maintained an in-house temporary Nursing Agency that was certified by the Department of Public Health (DPH).
- Developed Service Excellence Model for promoting a positive employee workplace that was adopted by the overarching health system.

EDUCATION

- Worcester State University
 - Bachelor of Arts – Psychology

CERTIFICATIONS

- Professional in Human Resources (PHR)
- Society of Human Resources Certified Professional (SHRM -CP)

PREVIOUS VOLUNTEER, BOARD OR COMMITTEE LEADERSHIP EXPERIENCE OUTSIDE OF ASHHRA

- Board Member- Youville House/Place- April 2020-present
- Member Boston HR State Council
- CHIEF member
- Peer 150 Member
- SHRM Member
- NEHRA Member
- Former Program Director SHRM New Hampshire HR Council

ACCOMPLISHMENTS AT ASHHRA NATIONAL/REGIONAL/CHAPTER LEVEL

I recently attended the first annual Executive Summit in Savannah. It was an amazing opportunity to network, share ideas/resources and get to know a few of the current board members, as well as ASHHRA members.

CANDIDATE STATEMENT

I am passionate about the work that ASHHRA brings to the HR community. I believe wholeheartedly in the mission and value of the human resources profession. There are several factors in today's workforce changing the function of HR in today's workforce. Now more than ever, there is an opportunity to make a difference in the people's lives we serve and to create cultures that afford employees to flourish in their careers. When an organizations culture is thriving, HR professionals are at the forefront. What better time to be serve the ASHHRA community, and to lead us in a time of transformation. I would be honored to join this amazing board, led by some of the finest HR professionals in the country.