



Hire Power.

Cindi Filer

Founder/CEO

Cindi's Bio

Cindi has over 30 years' experience in HR, Finance, and Staff Development. Using her Delta Air Lines HR experience, she was a key player in establishing the HR division of WorldSpan, a provider of travel technology formed through a joint venture between Delta Air Lines, Northwest Airlines and TWA. She left the corporate world and began her own part-time customized recruiting & staffing company which has been in business for more than 25 years - helping small businesses connect to both part-time and full-time permanent employees. In addition to leading Innovative Outsourcing, she regularly consults with companies in the aviation, finance, legal, medical, technology and

marketing industries, offering her clients invaluable information that helps them reduce their chances of litigation, and improve their staff morale and productivity. Cindi also helps clients discover their "sweet spots" so that they can operate in areas of strength and passion in their own roles as CEOs. Cindi dedicates a large portion of her time to working with other Atlanta CEOs, business owners and hiring managers in order to educate and connect them with the HR expertise they so desperately need in order to succeed in business. Being able to pass along vital business information that ultimately helps companies thrive is more than just a job for her - it is her passion.

Business and Board Involvement

- Vistage- CEO Group Member
- Women President's Organization- A CEO Roundtable for Women
- The Georgian Club- Board Member
- National Association of Women Business Owners- Past Board Member
- The Center for Accountable Leaders at Kennesaw State University- Past Board Member
- Georgian Club- Past Board Member

Education

BS in Mathematical Economics from Wake Forest University

Community

- Dominion Christian School- Past Board Member
- North Metro Church in Kennesaw, GA- Volunteer

Some of Cindi's Past Speaking Events

- Vistage CEO groups
- Braintrust CEO groups
- Convene CEO groups
- Women's Presidents Organization CEO groups
- Delta Air Lines
- Society for Human Resources Management (SHRM) AnnualConference
- Georgia Society of Engineers Annual Conference
- Georgia Society of CPAs Annual Conference
- Michigan Society of CPAs Annual Conference
- Carr, Riggs and Ingram CPAs
- Many private companies and their management teams

Speaking Topics

Impacting Employee Engagement

What if I told you that I could help you decrease turnover by 59%, increase productivity by 21%, and have less HR headaches? Would you listen? Taking concrete actions to impact your Employee Engagement will result in a better overall place to work and improve your bottom line. You will come out of this session with action items that you can immediately implement at your organization with little COST and high effectiveness.

Hiring Hygiene

Hiring is not easy. Are your hiring processes and practices making it even harder for you to hire well? Does your organization have processes that are deal killers to candidates? During this session, we will pull from my many years of hiring experience to evaluate the do's and the "absolutely do nots" involved in how you communicate and treat candidates. Come learn some easy tweaks you can make to your hiring process to ensure that you get your choice of great candidates!

Gratitude Can Change Your Bottom Line

Are you finding you have more resignations than ever? Are you interested in creating better relationships at work? Are you starting to feel like people just aren't nice anymore? Is the reputation of your company "an OK place to work" and you want it to be "a sought after place to work"? If I told you that I could decrease turnover in your company by 59% with no money spent - would you wonder how? If I gave you a way of life that would almost surely help you be more joyful every day - would you listen? Come learn with us how to incorporate showing GRATITUDE and ENCOURAGEMENT into your daily practices (and your management team's daily practices) can make a huge difference. This isn't just to feel good - it can change your bottom line. We will look at real data to see what works and is worthy of adopting. Some of the takeaways will show big effects on your employees with little money and minimal effort! FYI - These practices can also change your outlook and the enjoyment level you experience in your own job!

Creating a Retention Strategy

Do you spend time discussing and planning your employee retention strategies? 95% of companies do not do this and when your favorite employee hands you a resignation letter, you will have wished you had. In this session, you will learn what makes people stay at your organization using actual data and not just feelings. Put time into this aspect of your business, and it will yield a positive impact to your bottom line and less regrets in the future!

How to Address and Manage Conflict

Ever think your firm is the only one with conflict issues among your staff? Most companies experience internal "people issues" from time to time. The key is knowing how to address and manage those issues before they become toxic and affect productivity, employee morale and turnover. Unfortunately, companies are notorious for mismanaging conflict or not addressing it at all. Learn how to proactively identify issues within your staff and utilize tools to turn your staff into a high-performing team.

What others are saying about Cindi

“Cindi, thank you!!!!... for your time, your effort and most importantly, the value you brought to us over the last three weeks. The content and delivery of your presentation was wonderful. The Brain Trust is a peer group made up of 16 leading Atlanta area CEOs. We're a hard group to please in that we are always looking for hard-hitting information and advice that directly impacts the success of our businesses. Your presentation definitely delivered on that. These discussions were very lively, beneficial and impactful. Thank you!”

Tom Cramer, Founder & Co-Chairman, The Brain Trust

“Cindi came to speak for our Engineering Leadership Academy and did a fantastic job. As engineers, our people skills are not always especially honed. Cindi was able to bring a great perspective on how to work with your employees and build a successful company. She was engaging, fun, and I believe our engineers learned a great deal from the knowledge she had to share. We were so pleased with her presentation that we invited her to speak at our highly coveted annual conference this summer. We also look forward to having her back at our next Engineering Leadership Academy Program.”

Michael (Sully) Sullivan, President & CEO of American Council

“Cindi has been a presenter and 'go-to' resource for my Vistage group on several occasions. Busy Executives and CEOs have a natural tendency to focus on strategy, revenue, profit, and processes. Cindi's presentation is a reminder that HR must be as much a part of business strategy as the other components. The health of an organization depends on it. And, 'not knowing what we don't know' is a potential pitfall in terms of time and money that 'knowing' and planning for ahead of time would prevent. She does a brilliant job providing updates and areas of focus to help business owners be proactive with opportunities that can keep us safe, and even competitive in business.”

Lisa Dugan, Executive Coach and Vistage

“I have heard you talk several times now and you always get my wheels spinning with new ideas. We really appreciate you making the trip.

Scott Ellyson, East West Manufacturing

“The content was awesome and actionable. Your presence and demeanor are perfect. You are credible, authentic, articulate, experienced, relaxed, and very good.

John Hearn, The Benefit Company