



Vanessa D. Smith, MBA, SPHR, SHRM-SCP
Senior Consultant

Vanessa is an organizational and talent strategist, business partner who has played a vital role as a Chief Human Resources Officer, propelling the organization in the areas of talent management, employee experience and engagement, culture, talent acquisition, organizational and leadership development, team building, diversity and inclusion, collaborative partnerships, patient-experience centered training and leadership coaching.

With a career in human resources spanning over 26 years, Vanessa is a visionary and has driven results that align with the business objectives. She demonstrates expertise in assessing, proposing, and facilitating organizational changes, guiding corporate journeys in diverse business environments.

Vanessa is also involved in various leadership volunteer opportunities. As the founding New Jersey Chapter President for the National Association of Health Services Executives (NAHSE), she led the organization in growing local membership by 100% and providing exceptional programming on trending healthcare topics. She also served as a board member for the executive committee of NAHSE and is currently the immediate past president of NJ Chapter. In addition, Vanessa volunteers her professional expertise with organizations like Catchafire.org, assisting non-profit organizations with human resource projects.

Vanessa is actively involved in many professional organizations including Society of Human Resource Management (SHRM). She was also a member of the Forbes Human Resource Council. Vanessa is a proud veteran and served our country in the United States Air Force during Operation Desert Storm.

Vanessa holds a Bachelor of Science from Park University and Master of Business Administration from Strayer University as well as certifications as a Senior Professional in Human Resources (HRCI) and a Senior Certified Professional (SHRM).