

## Bio of Victoria Fuehrer – CCP, SPHR, SHRM – SCP, MBA



Victoria is the Founder and President of PORTICO consulting, LLC. She specializes in Human Resource and Business consulting. Within her international consulting practice she serves both profit and non-profit sectors, small, medium and large businesses as well as multi-generational family owned businesses. Victoria's mission is to *strengthen line of sight between stakeholder & organizational performance*.

For over 20 years Victoria has delivered results to her clients on a wide array of initiatives. She has led projects relating to HR audits, HR due diligence on acquisitions, employee handbooks, large scale organizational assessment and change, total rewards strategy, base and variable compensation, sales compensation, executive compensation, performance measurement and management, employment law compliance, employee surveys, competency based pay and integrated balanced scorecard systems. An over-arching theme to Victoria's work and results is the integration of HR systems to support and drive employee engagement while mitigating employment risk and creating financial success for her Clients.

Ms. Fuehrer has written and published 15 articles in the human resource field. Victoria's most recent article: *Competency Based Pay – A Modular, Flexible & Scalable Business Solution* was published in WorldatWork's Journal. In addition to consulting, Victoria is an adjunct professor at Bethel University in the Business Management program teaching HR-related courses. Ms. Fuehrer is also an international speaker on timely business topics.

Victoria is a member of WorldatWork, SHRM (Society of Human Resource Management), TCCN (Twin Cities Compensation Network) and, TCHRA (Twin Cities Human Resource Association). She is a past board member, Finance, and Investment Committee member for non-profits and, was one of 35 U. S. companies invited by the Italian Trade Commission to tour Italian manufacturers. Ms. Fuehrer currently serves on the Advisory Council for the Assistance League of Minneapolis and Saint Paul, Minnesota.

Victoria earned a Masters in Business (MBA) from Bethel University and holds two under graduate degrees in Psychology and in Sociology from the University of Wisconsin – Eau Claire with an emphasis on Industrial and Social Psychology. Victoria is a Certified Compensation Professional (CCP), a Certified Senior Professional in Human Resources (SPHR) and holds the SHRM – SCP designation. All certifications are current.



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