

Bio of Victoria Fuehrer – President of PORTICO Consulting, LLC



Victoria is the Founder and President of PORTICO consulting, LLC. She specializes in Total Rewards, Compensation & Human Resources consulting. Within PORTICO'S U. S. based and international consulting practice Victoria and her partners serve both profit and non-profit sectors, small and medium size businesses as well as family owned businesses.

PORTICO Consulting's mission is to: Innovate Total Reward, Compensation and Human Resource solutions that differentiate our clients from their competition. These solutions help our Clients to attract, engage, reward and retain high performing employees.

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 multiple business articles, over a 20-year period. Among the many articles, her worldwide – one of a kind - publication of *Competency Based Pay – A Modular, Flexible & Scalable Business Solution* was published in *WorldatWork's Journal*. This peer-reviewed publication is the standard for alternative work and reward systems. Most recently Ms. Fuehrer's consulting group launched a ten-part series of timely articles under the banner of "What's in Your Total Reward Wallet" focused at awareness around "Attracting, engaging, rewarding & retaining high performing talent in these tough talent acquisition times". Victoria 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 Master's in Business from Bethel University; she holds two under-graduate degrees in Psychology and in Sociology from the University of Wisconsin 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.

**Victoria's Contact: T: 612.414.7629 ▪ Email: vf@porticoopportunities.com ▪
Linkedin: <https://www.linkedin.com/in/victoria-fuehrer-ccp-sphr-mba-shrm-scp-7567575/>**

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612.414.7629

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