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Herbert R. Henderson is a human capital, operations, and business performance consultant with more than 25 years of experience working in the government, nonprofit and private sectors. As Director of Client Services for Vantage Solutions, Henderson is responsible for ensuring clients operate productively and efficiently while maintaining compliance with all applicable internal policies and external rules and regulations. Areas of consulting expertise include leadership development, organizational transformation and leading change, team development and effectiveness, strategic planning and business strategy implementation, internal investigations, organizational effectiveness and process design and improvement.

Joining Vantage in 2010, he previously was lead business coach for the Chicago Urban League's Entrepreneurship Center. In this role, Henderson helped businesses identify and accomplish their business objectives through leadership development and strategy execution. He also managed and oversaw the League's nextLEVEL program, designed to help entrepreneurs improve their business model through strategic consulting, classroom training, and subject matter expert reviews.

Herb began his career with Navistar International as financial analyst, eventually taking on the role of Equal Employment Opportunity (EEO) specialist and ultimately its EEO manager. Besides ensuring Navistar's compliance for all applicable rules and regulations, his responsibilities also included completing affirmative action plans for each of Navistar's locations, responding to Department of Labor inquiries and audits, conducting anti-harassment training and investigations, and serving as internal consultant to the Human Resources Department on employee relations.

Henderson left Navistar to take on the newly designed role of area manager for the Chicago Park District. Specifically, Henderson was tapped for his ability to transform the organization by bringing a private sector perspective to the government agency. He was tasked with developing and implementing performance metrics and incentives, and leading the organization through the change process that this entailed. Effectively assessing the organizational readiness for change, including the presence of vocal unions, Herb identified and resolved behavioral and performance gaps that could impede the effective implementation of the desired business strategy. Due to the coaching and support Henderson provided, several of his direct reports were promoted and one of his managers was named Park District Supervisor of the Year. In addition to the organizational responsibilities, Henderson also managed capital projects and worked closely with aldermen, police commanders and community leaders to fulfill the Park District's mission that every park operate as a viable and value-added community center.

Henderson returned to the private sector as an area coach for Pizza Hut, with profit and loss responsibility for 10 restaurants in the greater Chicago area. Once again, by utilizing his knowledge of organizational development, performance management and training, Henderson maintained a top three Chicago Market ranking during each of his 4 years with Pizza Hut.

Henderson holds an MBA, with a concentration in finance, from DePaul University, and a bachelor of science in business administration from Florida A&M University. Henderson also holds the Senior Professional in Human Resources ("SPHR") certification.