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## REBECCA L. WILLIAMS

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Rebecca L. Williams is HRIS Business Analyst & Implementation Consultant of Vantage Solutions LLC with more than 13 years of experience working in the Human Capital; specializing in Human Resources Informational Systems, Implementation, Business Analyst, Policy & Procedures, Performance & Improvement Systems Management, Employee Relations Management, Conflict & Stress Management, Team Building, and Leadership Training & Development field.

As HRIS Business Analyst Consultant for Vantage Solutions, Rebecca is responsible for ensuring clients operate productively and efficiently while maintaining compliance with all applicable internal policies and external rules and regulations. She serves as the liaison with business managers, IT development teams, HR and Payroll management and end-users to understand gaps. She guides the client with the implementation of the Payroll and HR policies around the document management process. She also guides the client with establishing a control framework to maintain quality, exceptions and adherence to policy.

Within her 13 years of Professional Consulting, she has performed services for Glanbia Performance Nutrition, Abbott Laboratories, VisionWorks Group of America, American Imaging Management / WellPoint, Inc., ConAgra Foods, Optimus Entertainment Group, Clark Consulting, Hospira, Rand McNally, Avatar-HR Solutions, Bayer Corp., Casslings, Group Health Corp., Mount Carmel Health Systems, National Gypsum, Odyssey HealthCare, Rush University Medical Center, Saint Luke's Hospital, Ossanna, Corporate Staffing, and PBA Nationwide to name a few. Areas of consulting expertise include project management, human resources informational systems management, business system implementation, business analytics, data analytics, process design and improvement, strategic planning, organizational effectiveness, transformation and change management, and employee opinion survey administering & facilitation.

Partnering with Vantage in 2016, she previously was Senior HR/HRIS Consultant for Williams Business Solutions. In this role, Rebecca has increased efficiency by restructuring operations and improving process into all business practices. She has analyzed employee and employee opinion surveys, employee satisfaction surveys, and prepares reports for senior management to inform decision making. Rebecca has provided business consultation and HRIS to Senior Management in the establishment of strategic planning to meet established organizational objectives and goals. She has developed and facilitated training to increased employee knowledge and understanding of roles, responsibilities and company expectations. She reduced employee turnover by implementing a project management system and performance management system. She also increased revenue of roughly \$2B through developing an internal auditing process and maximizing their performance and best practices.