

MARILYN C. DURANT, M.S., SPHR
Organizational Consultant

As an Organizational Consultant and former Vice President of Human Capital at Advanced Aesthetics Institute Marilyn's role is to partner with businesses to develop and influence leaders; develop and integrate HR systems, people and resources to improve organizational performance.

Recruited from Right Management Consultants, as Vice President, Client Services, Marilyn's role was to develop business relationships and ensure the design and delivery of organization consulting and career transition services while recommending and implementing solutions to yield bottom line results.

Her more than twenty years of human resource experience have included expertise in corporate and executive search recruitment and retention projects, organizational development and planning, career transition, training, policy development, leadership development, compensation and benefits administration, performance management, employee climate surveys, organization assessment, employee relations.

Prior to joining Right, Marilyn was the Director of HR Consulting for a nationally recognized Public Accounting and prior to that she was an independent human resources consultant, who later co founded her own Human Resources consulting firm of six years. She provided human resources and organization development solutions and services for a variety of domestic and international clients.

Prior to HR consulting, Marilyn worked over 9 years with Bloomingdale's Department Stores as the Director of Administration and HR; where she was expert in recruitment and retention strategy, culture and service training, HR operations and employee relations. Prior to Bloomingdale's Marilyn was the HR Director for Sysco Foods of South Florida; Corporate Director of Training for Jordon Marsh Department Stores and earlier on in her career she was involved in Corporate and branch store Training for Burdines's Stores.

Marilyn has been recognized for her services to her profession and community including the Business Journal's 2005 Excellence in Human Resources Award and as finalist for the HR Professional of the Year in 2006. For three years Marilyn served as the District Director for the HR Florida's State Council and was awarded the HR Florida District Director award for 2003. She is a Past President of Human Resources Association of Broward County (HRABC) and was also awarded Florida's Chapter President of the Year Award. Marilyn is the creator of South Florida's Annual Human Resources Best Practices Awards and was inducted to the HR Association's Member Hall of Fame in 2002. She now serves on the Human Resources Management Advisory Board for Florida International University.

Marilyn has been actively involved with a number of professional and civic organizations. She has been interviewed and quoted on several occasions in both national and local publications and radio such as NPR, The Wall Street Journal, Sun-Sentinel, Palm Beach Post and Miami Herald to name a few. Marilyn has conducted numerous presentations regarding Human Resource and Workforce related topics for Associations such as the Palm Beach Business Development Board, Chamber of Commerce, HR Florida State Council, Florida Association of Blood Banks, the Construction Financial Management Association and the Southeast Florida Career Consortium of Private Universities. In addition Marilyn regular conducts SHRM HR certification preparation courses

Ms. Durant is an accredited Senior Professional in Human Resources (SPHR) through The Society for Human Resource Management. She holds a Master's degree in Adult Education from Florida International University and a Bachelor of Education degree from the University of Miami.