

Angela Lallier, M.S., SHRM-CP

Culture Strategist & Employee Experience Consultant
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About Me

I'm not your typical HR professional. I've worked in sales, manufacturing, banking, and HR — and I've learned how every part of a business connects. I understand people, and I understand how businesses run. That mix is what makes me different.

I've led teams, built systems, improved processes, and designed experiences that make work feel better. I bring a business degree, a finance degree, and a master's in HR. I get the psychology behind behavior, and I get the numbers behind decisions. I know how to stretch a budget, find creative solutions, and build programs that actually work.

Whether it's onboarding, internal comms, recognition, or culture strategy, I help organizations connect people to purpose. This is what I've done in every role, and now I do it with intention.

What I Offer

- Culture audits & subculture mapping
- Onboarding redesign & experience strategy
- Internal communications & recognition systems
- Employee feedback loops & engagement reporting
- Digital infrastructure support (Webflow, SharePoint, Slack, Smartsheet)
- Leadership alignment & strategic advising
- Program design that meets people where they are
- Resource optimization using existing tech and tools

My Approach

Ask → Analyze → Align → Advise → Activate I gather feedback, spot patterns, compare reality to intent, offer clear recommendations, and help teams take action.

Experience

Employee Experience Leader

Net Health • Remote | Nov 2023–Present

- Designed a full onboarding system for remote teams using LMS, live trainings, and branded content
- Built a SharePoint hub to centralize resources and reduce confusion
- Created branded templates and visuals for internal comms and team calls
- Developed a Slack feedback loop to increase real-time employee voice
- Led internal comms strategy using Yammer, supporting recognition and appreciation campaigns
- Rebranded engagement programs and tripled participation through ERG collaboration

Human Resources Specialist

Maine Community Bank • Westbrook, ME | Feb 2023–Nov 2023

- Led onboarding redesign across branches for consistent new hire experience
- Served as culture committee lead, driving recognition and appreciation efforts
- Managed employee experience budget and vendor relationships
- Coordinated internal events and communications to strengthen team cohesion
- Supported employee relations and conflict resolution with empathy and discretion

Branch Manager II

Atlantic Federal Credit Union • Freeport, ME | Oct 2018–Feb 2023

- Achieved 100% on all branch audits, then simplified the system for successors
- Built KPI tracking and reporting tools for performance visibility
- Created a branch-level onboarding system adopted company-wide
- Designed and led employee feedback loops: built surveys, analyzed data, and facilitated action planning
- Served on the culture committee for 2 years, leading recognition and appreciation training
- Partnered with HR to launch an engagement survey (84% response rate) and reduce turnover
- Led top-performing branch for loan performance in 2021 (150%+ to goal)

Early Career

Licensed Relationship Manager – KeyBank **Bank Teller** – The Bank of Maine **Production Manager** – Maine Precious Metal Casting

These roles taught me how to lead, listen, and build systems that work — and they shaped the way I approach culture today.

Education & Credentials

- SHRM-CP Certified
- M.S. in Human Resource Management – Southern New Hampshire University
- B.S. in Business Administration – SNHU
- A.S. in Business Administration – SMCC
- Inducted Member, National Society of Leadership and Success
- Southern Midcoast Maine Chamber – 2nd Vice Chair

Tools I Use

Slack • Microsoft Teams • SharePoint • Webflow • Smartsheet Google Workspace • Canva • SurveyMonkey • Microsoft Office Zoom • Microsoft Stream • Jira • Yammer