

## Biographical Sketch

### Ann Towle-Mason, SPHR

Ann Towle-Mason is an organizational consultant for Apex Performance Strategies. Over the past 17 years, Ann has served as a senior-level HR leader in the hospitality/service industry and as a consultant to non-profit and for-profit organizations of all sizes spanning several industries including bio-tech, high-tech, construction, real estate, and professional services.

Ann uses her years of practical and strategic experience to guide clients through the design and implementation of HR systems and strategies to create a culture that is in alignment with positive business results.

In addition to providing a strategic perspective on HR matters such as employee selection, development, and retention, Ann conducts HR compliance audits, develops employee handbooks, and works with management to resolve highly-sensitive employee issues. She is adept at facilitating and training in a corporate environment and is an instructor in the HR Management Certificate program at San Diego State University and a part-time faculty member at University of Phoenix teaching courses in undergraduate and graduate management degree programs.

#### Consulting Specialties:

- Human Resources and Organizational Management
- Human Resource Assessments/Audits
- Policies, Procedures & Employee Handbooks
- Harassment Training (Required by AB 1825)
- Performance Management
- Employee Selection & Retention
- Training & Development
- Job Analysis
- Performance Management
- Management Coaching

Ann earned a Bachelor's degree in business management and a Master's degree in organizational management, and is a nationally certified Senior Professional in Human Resources (SPHR). Ann is also Immediate Past President of the San Diego Chapter of the Society for Human Resources Management (SHRM).