

Monique A. (Dearth) Honaman *CEO & President*

Monique A. Honaman is the President and CEO of *The ISHR Group*. She started her career with General Motors, and later joined General Electric's Human Resource Management Program. Monique gained valuable Human Resource/Labor Relations experience at GE. Experiences include expertise in global executive assessment, leadership development, organization design, and performance management. Monique earned her certification as a Six Sigma Quality Program Black Belt and is a certified practitioner of the Herrmann Brain Dominance Instrument (HBDI), one of the world's leading assessment tools.

Monique opted to export her entrepreneurial skills to her own firm and founded Incite Strategies in 1999 and HR OptIn in 2007. *Incite Strategies* focuses on global leadership assessment, development and coaching. *HR OptIn* provides contract human resource project management solutions. In 2009, the two businesses merged to formally create *ISHR Group*. *ISHR Group* has been featured in *HR Executive*, the *New York Times*, *NY Post*, *Corp Magazine* and several regional business publications.

Monique received her B.A. in Psychology from the University of Michigan. She holds a Masters of Labor and Industrial Relations with honors from Michigan State University, and a Juris Doctorate cum laude from Albany Law School with an emphasis in labor and employment law. In October 2004, Monique was profiled by the *Atlanta Business Chronicle* as one of "40 of Atlanta's Most Promising Young Stars under age 40." In 2007, she was named one of the "2007 Enterprising Women of the Year" by *Enterprising Women*. Her articles have appeared in the *ExecuNet CareerSmart Advisor*, *Enterprising Women Magazine*, *HR Crossing*, and the journal of the *American Management Association*. She lives in Atlanta with her husband, Justin, and children, Kendall and Harrison. Monique enjoys traveling, photography and boating.



Areas of Expertise

- Executive Assessment & Coaching
- Leadership Development
- Succession Planning
- Performance Management

Industry & Sector Experience

- Manufacturing
- Financial Services
- Information Technology
- Retail

Functional Experience

- Human Resources
- Training & Development
- Labor Relations
- Organizational Development
- HBDI Assessment Tool

Education

- B.A. – Psychology
- M.A. – Labor Relations & Human Resource Management
- J.D. – Employment Law