



Erin L. Shelby, PHR

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Award-winning HR executive and national keynote speaker with 30+ years of experience advising CEOs on culture and organizational transformation. Experienced Human Resources expert witness providing independent analysis, case review, and testimony for both plaintiff and defense matters in state and federal litigation across the United States. Employment litigation matters include workplace investigation, harassment and retaliation, discrimination, sexual misconduct, medical and disability leave, reasonable accommodation, hiring practices, and wrongful termination.

PROFESSIONAL EXPERIENCE

Shelby HR Solutions Inc., Chief Executive Officer - Sacramento, CA **2021 - Present**
Human resources consultant advising senior executives on workplace culture, leadership practices and organizational effectiveness. Conducts employee engagement assessments to analyze workplace climate and leadership effectiveness, delivering targeted solutions to improve organizational performance. Provides advisory support to HR leaders on human resources strategy, conflict mediation, workplace investigation and employee relations matters. Serves as a leadership consultant to improve individual and team performance. Retained as an expert witness in employment-related litigation in federal and state courts across the United States.

HGA Architects and Engineers, Human Resources Manager - Sacramento, CA **2018 - 2021**
Award-winning, national interdisciplinary design firm. Twelve offices across the United States and over 900 employees. Managed three California locations including Santa Monica, San Diego and Sacramento handling human resources matters.

- Partnered with the executive management team to develop and implement HR strategies, wage and salary structures, incentive programs, and company policies.
- Played a pivotal role in accelerating organizational performance and enhancing individual employee productivity.
- Collaborated with senior leaders to formulate and execute HR strategies that supported business objectives and drove organizational success.
- Actively participated in multiple national task forces aimed at improving client experience, boosting productivity, and enhancing employee satisfaction.

ADDITIONAL PROFESSIONAL EXPERIENCE

Consolidated Communications, Human Resources Specialist, Roseville, CA	1998-2001
Sutter Community Hospitals, Human Resources Generalist, Sacramento, CA	1996-1998
The Ink Company, Benefits Administration Manager, West Sacramento, CA	1994-1996
Founders Title Company, Human Resource Manager, Sacramento, CA	1992-1994

EDUCATION

University of Washington, Michael G. Foster School of Business – 1989 Bachelor of Arts, Business Administration

CERTIFICATION

Human Resources Certification Institute

Certified as a Professional in Human Resources (PHR) through May 2027

CURRENT MEMBERSHIPS

Society of Human Resources Management, Member
Camellia Symphony Orchestra, Violinist

PRESENTATIONS & SPEAKING ENGAGEMENTS

APRIL 13, 2026

Presenter, **National Association of Legal Administrators**, Washington DC
Topic: Cultivating a Thriving Workplace Culture

FEBRUARY 26, 2026

International Guest Speaker, **We-are-HR**, London, England (zoom)
Topic: People First or Business First? The Ongoing HR Identity Crisis

JULY 16, 2025

Keynote Speaker, **Sacramento Valley Assoc. of Legal Administrators**, Sacramento, CA
Topic: Create a Thriving Workplace Culture

OCTOBER 22, 2024

Workshop Presenter, **National Co-op Grocers CEO Summit**, Chicago, IL
Facilitated a half-day workshop Topic: The Co-op Advantage: Strategies for Winning Culture

AUGUST 2, 2024

Speaker, **The Delta Chi Fraternity**, 63rd International Convention, Miami, FL
Topic: Career Success Blueprint: Empowering Young Men for Professional Excellence

APRIL 17, 2024

Guest Speaker, **National Presentation with Natural Food Co-Op Executives**
Merriman Management Support Topic: Culture – Make it or Break it

JULY 21, 2023

Guest Speaker, **Association of Computer Machinery**, Mountain View, CA
IEEE Consultants Network of Silicon Valley
Topic: How a Toxic Workplace Environment Impacts Employee Engagement

MARCH 30, 2023

Keynote Speaker, **Sacramento Executives Network Group**, Roseville, CA
Topic: Retention Strategies & Building A Great Workplace Culture

SEPTEMBER 8, 2022

Panelist, **Global Humanitarian Technology Conference**, Santa Clara University
Topic: Retention Strategies for Women and Minority Engineers

OCTOBER 28, 2021

Co-Teach/Guest Presenter, **UC Davis, Continuing Professional Education**
HR Management Certificate Program
Topic: Emotional Intelligence and Conflict Management

OCTOBER 13, 2021

Guest Presenter, **California State University**, Sacramento, CA
Topic: Human Resources, Employee Relations

OCTOBER 7, 2021

Co-Teach/Guest Presenter, **UC Davis, Continuing Professional Education**
HR Management Certificate Program
Topic: Leadership Development

MAY 10, 2021

Guest Speaker, **California State University, Delta Sigma Pi, Business Fraternity**, Sacramento, CA
Topic: Recruiting Strategies and Jobs in Human Resources

APRIL 5, 2021

Guest Presenter, **California State University**, Sacramento, CA
Topic: Managing Employee Performance

AWARDS

United States District Court, Eastern District of CA

Recipient of the District-Wide "Ambassador Award" for "Commitment to excellence in serving the public and reflecting a high standard of professionalism"