HR & Employee Relations Advisory

WHAT BRINGS ORGANIZATIONS HERE

A complaint arrives and there is no obvious first step. A manager is handling something beyond their depth. A team is not working and the reason is unclear. A pattern keeps repeating that policy does not seem to address. A change is coming and the people implications have not been thought through.

WHAT THE WORK LOOKS LIKE

I advise on employee relations matters, performance and accountability, manager challenges, policies and workplace concerns. Engagements range from ongoing advisory support to a single situation that needs an experienced read. I provide focused advisory support, not outsourced HR administration or on-call coverage. Payroll and benefits administration are outside the scope. The focus stays on helping leaders make sound people decisions.

What you could gain

A clearer understanding of what is actually happening before you respond. Managers who handle more on their own, so fewer situations escalate. Accountability built on expectations people understood in advance.

Experience Behind the Work

At Visit Orlando, I served as HR Manager, handling employee relations cases and advising managers directly. I continue to advise leaders and managers in client organizations on employee relations matters and accountability.

Most employee relations situations are not policy problems. They are human problems, and they improve when someone understands what is happening.

Good people decisions begin with understanding, not assumptions.

Mari Melendez-Davis | Human Strategist and Professional Certified Coach
Founder, Empower Forward · SHRM-SCP · ICF-PCC

mari@empower-forward.com
empower-forward.com

Client engagements referenced with permission. © 2026 Empower Forward