

**EXECUTIVE HR STRATEGIST & EMPLOYEE
RELATIONS ADVISOR**

When the Workplace Problem Arrives, You Need Someone Who Has Been There Before.

Geralda Larkins, SPHR · PSHRA-SCP, brings over 25 years of human resources leadership experience to every stage she steps on. As Founder and Principal of Geralda Larkins Consulting, former Director of Labor and Employee Relations & Negotiations at the Internal Revenue Service, and HR Director for the City of North Miami, she has directed thousands of ethics investigations, disciplinary actions, negotiated national labor agreements, and built compliance programs that delivered multi-million dollar monetary awards with zero audit findings. She holds both the SPHR and PSHRA-SCP certifications, the highest designations in both private and public sector HR. Her presentations are not only motivational. They are practical, grounded in two decades of documented results, and built for audiences who need to leave with something they can use.


25

YEARS EXPERIENCE


1,300+

ETHICS INVESTIGATIONS


98%

MANDATE COMPLIANCE


Zero

AUDIT FINDINGS

SIGNATURE TALKS

**KEYNOTE /
WORKSHOP**
**The Room HR
Professionals Hope
They Never Enter**

Investigations, union grievances, mandates, and high-stakes personnel decisions, with the frameworks, documentation habits, and decision patterns that protect organizations and people.

Available as: Keynote (45–60 min) · Workshop (2–3 hrs)


KEYNOTE / TRAINING
**Train. Transform.
Transition.™**

The T3 Framework™ applied to organizational transformation: equipping leaders, strengthening systems, and navigating change with the stability teams need.

Available as: Keynote (45 min) · Half-day · Full-day Training


KEYNOTE / TRAINING
**The Compliance
Mandate**

Building audit-proof programs under pressure: from policy design through execution, for organizations facing their first serious regulatory mandate or their most recent audit finding.

Available as: Keynote (45 min) · Workshop · Government Summit

RESULTS IN ACTION

HR TRANSFORMATION

Enterprise HR Service Delivery

85% satisfaction increase. 65% first-contact resolution in a 97,000-person federal workforce.

85%

WORKFORCE TRANSFORMATION

Federal Policy Implementation

98% compliance. Full RTO executed in 7 weeks with union agreement. Zero disruptions.

98%

COMPLIANCE

Audit-Proof Program Under Federal Mandate

Error rate from 52 to zero. \$53M in awards delivered with zero audit findings.

52→0

PAYROLL & TRAINING

Municipal Government

Benefits stabilized in 90 days. 71% citywide compliance rate. Audit-ready documentation for all new hires.

71%

WHAT LEADERS SAY

"Geralda walked into a situation that had been escalating for months and within two weeks we had a clear path forward, proper documentation, and a leadership team that finally understood what they needed to do. She doesn't just advise. She gets things done."

FEDERAL SENIOR EXECUTIVE

"I have worked with a lot of HR consultants over the years. Geralda is different. She has the federal experience that most advisors simply don't have, and she translates it into practical guidance our team can actually use."

MUNICIPAL DIRECTOR

TRUSTED BY LEADERS NAVIGATING COMPLEX WORKFORCE CHALLENGES

READY TO BOOK?

The Right Advisor in the Room Changes Everything.

Geralda is available for keynotes, workshops, panel discussions, government leadership summits, and corporate training programs.

CONTACT

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50% deposit holds the date · Speaker agreement required · Travel billed separately