



GERALDA LARKINS

Geralda Larkins

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

SPHR · PSHRA-SCP · EXECUTIVE HR STRATEGIST & EMPLOYEE RELATIONS
ADVISOR

**25**

YEARS EXPERIENCE

**1,385**

ETHICS INVESTIGATIONS

**98%**

MANDATE COMPLIANCE

**Zero**

AUDIT FINDINGS

About Geralda

Geralda Larkins, SPHR · PSHRA-SCP, is an executive HR strategist and employee relations advisor with over 25 years of experience across federal and municipal government, and non-profit organizations. As the 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 and disciplinary actions, negotiated national labor agreements, and built compliance programs that delivered more than \$53 million in monetary awards with zero audit findings. She holds the Senior Professional in Human Resources (SPHR) and PSHRA-Senior Certified Professional (SCP) designations, the highest credentials in private and public-sector HR, and has spoken at the Federal Dispute Resolution Conference, the Black Enterprise Women of Power Summit, and hosted a signature Annual Strategic Planning Summit for rising entrepreneurs and leaders.

**The right advisor in the room changes everything.
Geralda is that advisor.**

**CREDENTIALS****SPHR · PSHRA-SCP****EXPERIENCE****25 Years****CASES DIRECTED****6,300+****INVESTIGATIONS****1,300+****MANDATE COMPLIANCE****98%****AUDIT FINDINGS****Zero****CURRENT ROLE****Founder & Principal
Geralda Larkins Consulting**

The Record Speaks.

25 years of federal and municipal HR leadership: documented, measured, and on the record.

25

Years of Executive HR
Leadership

1,300+

Ethics Investigations
Directed

6,300+

Conduct Cases Managed

98%

Federal Mandate
Compliance Rate

\$53M

In Awards Delivered with
Zero Audit Findings

52→0

Error Rate Eliminated in
One Year

2.24 → 4.1

Customer Satisfaction
Transformation

468

Human Resources
Professionals Directed

8,000+

Managers Supported

*"25 Years. Employee relations. Labor strategy. Investigations.
High-stakes decisions. Experience when you need it the most."*

GERALDA LARKINS, SPHR • PSHRA-SCP

Signature Talks

Grounded in 25 years of real-world experience. Built for audiences who need more than inspiration; they need to leave with something they can use.

 **KEYNOTE / WORKSHOP**

01 **The Room HR Professionals Hope They Never Enter**

FOR: *HR Directors, City Managers, Department Heads*

Geralda takes audiences inside the most complex HR situations a leader can face: investigations, union grievances, federal mandates, and high-stakes personnel decisions. She walks them through the frameworks, the documentation habits, and the decision patterns that protect both the organization and the people in it.

AVAILABLE: KEYNOTE (45-60 MIN) • WORKSHOP (2-3 HRS) • HALF-DAY INTENSIVE

 **KEYNOTE / WORKSHOP / TRAINING**

02 **Train. Transform. Transition.™ Building Organizations That Survive Change**

FOR: *Senior Leaders, HR Teams, Municipal Governments*

Using her proprietary T3 Framework™, Geralda guides organizations through the three phases of sustainable transformation: equipping leaders before problems escalate, strengthening systems so every decision is defensible, and navigating change with the clarity teams need to move forward.

AVAILABLE: KEYNOTE (45 MIN) • HALF-DAY WORKSHOP • FULL-DAY TRAINING

 **KEYNOTE / TRAINING**

03 **The Compliance Mandate: Building Audit-Proof Programs Under Pressure**

FOR: *Compliance Officers, HR Leaders, Government Executives*

Drawing on her experience building compliance programs from scratch under Treasury-directed mandates and federal oversight, Geralda delivers a practical framework for designing policies, workflows, and audit checkpoints that hold up under scrutiny. Built for organizations facing their first serious regulatory mandate or their most recent audit finding.

AVAILABLE: KEYNOTE (45 MIN) • WORKSHOP (2-3 HRS) • GOVERNMENT LEADERSHIP SUMMIT

Topics Available for Panels, Training & Conference Programs

Employee Relations & Labor Strategy

- **Managing Grievances and Union Negotiations:** How to protect the organization while maintaining trust
- **Documenting Discipline and Performance:** Building the paper trail that makes decisions defensible
- **The Hostile Work Environment Investigation:** What to do in the first 72 hours when a complaint lands
- **When to Settle and When to Fight:** Labor relations strategy under political and budget pressure

HR Compliance & Risk Management

- **The Policy-to-Practice Gap:** Why your handbook isn't protecting you
- **Building an Audit-Ready HR Department:** Checklists, documentation standards, and accountability systems
- **AI in Employee Relations:** Practical tools for today's HR manager without creating new risk
- **HRIS Modernization for Governments:** How to move from fragmented systems to integrated HR operations

Leadership & Workforce Transformation

- **The Supervisor Who Avoids the Conversation:** How to equip managers to handle what they keep postponing
- **Leading HR Through Executive Orders and Mandates:** Case study from 98% compliance in a national federal workforce
- **Payroll Errors Are a Trust Problem:** How benefits and payroll failures destroy employee confidence
- **From Federal to Local:** Translating enterprise HR strategy into practical municipal execution

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

"Having Geralda in our corner during a particularly difficult labor negotiation changed everything. She understood our constraints, knew the law inside and out, and helped us reach an agreement that worked for everyone."

FEDERAL SENIOR HR 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

★ RECOGNIZED BY

Public Sector HR
Association
(PSHRA)

KISH Magazine,
Top 25 Legacy &
Global Influencer

Legacy Magazine,
South Florida's Most
Influential & Powerful
Black Professionals

Global Trade
Chamber, 100 Most
Successful Women in
Business

Black Enterprise
Women of Power
Summit

🏆 AWARDS & RECOGNITION

- **Commissioner's Awards** | IRS, 2024
- **Deputy Commissioner's Award** | IRS, 2024
- **Outstanding Performance Award** | IRS, 2018–2024
- **PSHRA Story of Impact Feature** | 120th Anniversary, 2026
- **Senior Executive Service Candidate Development Program Graduate** | 2022

What Happens When You Call Geralda.

Every result below is documented, measured, and on the record.

HR TRANSFORMATION

Enterprise HR Service Delivery

CHALLENGE: 3,322 open cases, 3,300+ weekly inquiries, inconsistent service in a 97,000-person unionized workforce.

OUTCOME: 85% satisfaction increase. 65% first-contact resolution. 78% within SLA.

85%

WORKFORCE TRANSFORMATION

Federal Policy Implementation Under Executive Mandate

CHALLENGE: Executive orders, RTO mandates, and restructuring arriving simultaneously across 80,000+ employees.

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

98%

COMPLIANCE & TECHNOLOGY

Audit-Proof Compliance Under Federal Mandate

CHALLENGE: Treasury mandate requiring compliance verification before awards, with no existing policy or infrastructure.

OUTCOME: 100% compliance. Error rate from 52 to zero. \$53M in awards with zero audit findings.

0
Errors

PAYROLL & BENEFITS

Benefits Administration Stabilization

CHALLENGE: Recurring payroll errors, no quality control before payroll ran, employee trust eroding.

OUTCOME: Discrepancies eliminated. Benefits operations stabilized within 90 days.

90
Days

TRAINING & COMPLIANCE

Citywide Compliance Training Framework

CHALLENGE: No standardized onboarding or compliance training. No audit-ready documentation.

OUTCOME: 71% citywide compliance rate. Scalable infrastructure for all new hires.

71%

Full case study portfolio available at geraldalarkins.com/case-studies



Speaker Fees & Policies

 PANEL / SPEAKER	[Contact for Rate]
 WORKSHOP / BREAKOUT SESSION	[Contact for Rate]
 KEYNOTE SPEAKER	[Contact for Rate]
 HALF-DAY TRAINING	[Contact for Rate]
 FULL-DAY INTENSIVE	[Contact for Rate]

YOUR INVESTMENT INCLUDES

-  Pre-event strategy call with Geralda to align content with your audience and objectives
-  Custom content development tailored to your specific industry, workforce challenges, or compliance environment
-  A proprietary resource (checklist, guide, or framework) your attendees take home
-  Post-event debrief and optional Q&A session with leadership

PAYMENT POLICY

A 50% deposit holds the date. Balance due two weeks prior to the engagement. Dates are not confirmed until the deposit is received.

TRAVEL POLICY

Reasonable travel expenses are billed separately. Geralda requires one roundtrip airfare ticket for herself, plus lodging, ground transportation, and incidentals.

Assets & Resources

APPROVED HEADSHOTS

High-resolution headshots approved for all marketing, print, and digital materials are available on request. Contact geralda@geraldalarkins.com for media assets.



CASE STUDY PORTFOLIO geraldalarkins.com/case-studies

HR RED FLAG CHECKLIST Free downloadable resource · geraldalarkins.com/resources

SPEAKER INTRODUCTION

Our next speaker has spent over 25 years inside some of the most complex HR environments in the country. Geraldalarkins is an executive HR strategist and employee relations advisor — Founder and Principal of Geraldalarkins Consulting, and former Director of Labor and Employee Relations & Negotiations at the IRS and HR Director for the City of North Miami. She has directed thousands of ethics investigations, negotiated national labor agreements, and built compliance programs that delivered \$53 million in awards with zero audit findings. She holds the SPHR and PSHRA-SCP certifications and has spoken at the Federal Dispute Resolution Conference and the Black Enterprise Women of Power Summit.. Today she'll be sharing her insight on [TOPIC]. Please join me in welcoming Geraldalarkins.

NEXT STEPS

- 1** Confirm engagement type (Panel · Workshop · Keynote)
- 2** Review and execute speaker agreement
- 3** Submit 50% deposit to hold the date
- 4** Schedule speaker kick-off call

The Right Advisor in the Room Changes Everything.

Book Geraldalarkins to speak at your next event, conference, or leadership program.

CONTACT

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SPHR · PSHRA-SCP · EXECUTIVE HR STRATEGIST & EMPLOYEE RELATIONS ADVISOR