

Kathy Rapp

VP at hrQ

Houston, TX, US

Engaging former HR pro speaking on all things talent related, with the street cred to back it all up.

Biography

Kathy Rapp is the SVP of hrQ, a Human Resources professional services firm focused on HR search, HR contract staffing and HR consulting. Additionally, Kathy has 15+years of HR leadership experience with Four Seasons Hotels & Resorts, Morgan Stanley and First Data, as well as experience within the technology, entertainment and healthcare industries. Kathy has also worked internationally in the APAC region. Kathy serves on the HR Committees for the Girl Scouts of San Jacinto Council and Neighborhood Centers Inc. She writes for Fistful of Talent, a Workforce Management blog, www.fistfuloftalent.com, is a frequent speaker at HR and Leadership conferences and an active member of HR Houston, HC&B, SHRM, and is an Executive Mentor for the MBA program at the Bauer School of Business at the University of Houston. She earned a B.A. from Texas A&M and an M.B.A. from University of Houston.

Availability

Keynote, Moderator, Panelist, Workshop, Host/MC, Author Appearance, Corporate Training

Industry Expertise

Hotels and Resorts, Health Care - Providers, Staffing and Recruiting, Entertainment, Management Consulting, Executive Search, IT Services/Consulting, Corporate Leadership, Financial Services, Human Resources

Areas of Expertise

Talent Acquisition, Leadership Development, Hr Trends, Working With Retained Search Firms, Social Media, Talent Management, Recruiting Top Talent, Interviewing Techniques, Human Resources, Executive & Leadership Coaching

Sample Talks

Building the DNA of Your Organization; One Rock Star at a Time

Do you pay attention to organizational genetics? How does "DNA" improve the attraction, selection and onboarding of rock star talent? This is not a chemistry course. Topics include David Lee Roth vs. Sammy Hagar and Van Halen's succession planning nightmare.

How Tweet It Is ? Using Social Media to Recruit & Retain

You're hip, have Friends on Facebook and know about social media - but do you REALLY know how to use social networks to recruit and retain talent? If you were asked to implement a social media strategy to enhance your recruiting efforts and brand ? would you break out in a cold sweat? Learn how it all works together ? and come out tweeting in the process!

What Hiring Managers Won't Tell You, but You Really Need to Know

It is time to get down and dirty and tell it like it is! Considering a job change? Recently RIF'd? Ready for that next promotion? Conducting a job search is an art as much as a science - - - and much of it is common sense. We'll discuss the top ten things that you need know about making an impression that hiring managers won't tell you, but they do tell us!

HR 2031 ? Trends & Topics for the Next 20 Years

Curious as to what Fortune 500 organizations think of emerging HR leadership topics, practices and business imperatives impacting organizations now and in the future? We will explore what progressive HR teams are doing to impact their organization's bottom-line; innovative practices in talent acquisition and talent management; and what HR leaders think will be the most significant changes to the profession over the next 20 years.

?How to Manage the Funkiness: Career Trends & Tools?

Unemployment is at an all time high, yet there is still a scarcity of high-quality Total Rewards talent with the skills and attributes needed for today and tomorrow's organizations. The dual reality of the market poses challenges for Total Rewards professionals as they look to develop themselves and build their teams with limited resources. Knowing how to manage through this funkiness will help set you up for success.

Event Appearances

Title

HR Southwest

Title

Gulf Coast HR Symposium

Title

Texas Total Rewards Conference

Title

CFO Conference

Title

An Integrated Approach to Building a High Performance Organization

Title

P2 Energy Solutions Conference

Title

HR Roundtable

Transforming HR: It's NOT About Putting Strategic in Your Title

HR Southwest

Education

University of Houston

MBA Management/Human Resources

Texas A&M University

BA Psychology

Accomplishments

Houston's Best & Brightest Companies to Work For

hrQ joined 33 other Houston companies out of 400 nominated companies to win this award in 2012. It is due in large part to our culture, our founding values, our amazing team and our commitment to our clients.

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