



*Zia M. Fennell, MBA, PHR*

*CEO, Z-Edge Solutions Inc.*

*Interim HR Director - Hamilton Health Care System*

Zia is passionate about doing what makes sense while treating people the right way. She was brought up with strong values and work ethic that are interwoven in all she does, driving her to succeed. Zia loves being a small business owner and consultant, especially because she thrives on the continuous challenge of learning, growing, and applying new ideas to best meet the needs of her customers. Zia feels that being a consultant allows her to share best practices in a bigger sphere of influence, thus having a greater impact on organizations and people. Zia enjoys seeing companies and people reap the rewards of implementing changes and improvements, and she constantly challenges and supports them to be the BEST.

Zia has over 15 years of progressive Human Resources leadership experience, previously working with a Fortune 25 Company, as well as many years as a successful entrepreneur and business owner. Zia has extensive experience in all areas of Human Resources, including designing and delivering strategic HR initiatives linked to the operational objectives of the organization, training design and delivery, and business strategy implementation.

Zia has worked with Hamilton Health Care System on several different HR Projects over many years. For the past 18 months, Zia has served in the Interim HR Director capacity, focusing on strengthening the delivery of HR support for a growing organization during a pandemic – definitely one of the biggest challenges of her career!

Zia earned her Bachelor of Science Degree in Human Resources from Anderson University Honors Program, graduating *summa cum laude*. She then earned her Masters of Business Administration Degree from the Executive MBA program at the Coles College of Business, Kennesaw State University. Zia earned recognition with the Dr. Ed Montana Leadership Excellence Award for the Class of 2008, and was inducted into Gamma Beta Phi, the International Business Honor Society. Zia also earned her Professional of Human Resources (PHR) Certification, and has maintained this designation with continuing education, volunteer leadership, and by continuously gaining new HR experience.

When not working with Z-Edge Solutions Inc., Zia has many other things to keep her busy including: several other business ventures; continuing to expand her knowledge with an avid love of reading; and baking goodies for others to enjoy. Zia enjoys the sunny weather of North Georgia, traveling all over the world, and a vegetarian lifestyle.

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