

Lia Murphy | People & Culture Leader

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SUMMARY

Transformational People & Culture leader with 16+ years of experience building HR functions from the ground up and aligning people strategy with mission, values, and business goals. As the first HR leader at Louisville Public Media, I designed and scaled an entire department, from performance systems to leadership development, all rooted in equity and care. Known for bringing structure to ambiguity, developing inclusive cultures, and coaching executives through change. EEOC-trained investigator with deep expertise in compliance, engagement, DEIB, and talent strategy.

HR POWER STACK

Expertise: Culture Strategy, Executive Coaching, Leadership Development, DEIB, Talent Management, Internal Investigations

Tools: ADP, Dayforce, Kronos, SAP, Oracle, PeopleSoft, Microsoft 365, Google Workspace, Slack, Zoom

Capabilities: Building HR Departments | Strategic Workforce Planning | People-Centered Policy Design | Change Management | Values-Driven Communications | Benefits Strategy | Engagement Programs

PROFESSIONAL EXPERIENCE

Louisville Public Media – Louisville, KY

Director of People & Culture | Oct 2023 – Jul 2025

- Served as executive advisor to co-CEOs and senior leadership, guiding people strategy, organizational design, employee relations, and culture transformation.
- Developed and launched LPM's first-ever Leadership Development Academy, a 10-module program centered on values-based leadership.
- Spearheaded a complete DEIB reset, including anti-racism policy, inclusive hiring practices, gender-inclusive language, and mentorship programming.
- Authored and implemented a new employee handbook, performance framework, compensation philosophy, and onboarding experience.
- Led benefits strategy, open enrollment, and vendor relationships with a focus on employee clarity and satisfaction.
- Navigated post-COVID return-to-office by designing flexible, people-first hybrid work policies.

- Contributed to LPM's recognition as the #1 Best Place to Work in Greater Louisville (2024) in the 25–150 employee category.

People Operations Manager | Oct 2019 – Oct 2023

- Built the HR function from the ground up — designing systems, processes, and programs to support a growing, mission-driven newsroom.
- Provided high-touch partnership to department heads on performance management, feedback, and team development.
- Launched wellness, recognition, mentorship, and feedback initiatives that improved retention and internal trust.
- Led major transitions in benefits, policy rollout, and change communications.

Louisville Metro Government – Louisville, KY

Personnel Manager | Dec 2018 – Sep 2019

- Directed HR strategy for the Office of Management and Budget and the Revenue Commission, managing people operations and compliance.
- Acted as Racial Equity Liaison, embedding equity and anti-racist practices into hiring, policy, and internal processes.
- Managed employee relations and internal investigations with union and non-union employees.
- Supervised HR staff, supported leadership during contract negotiations, and rolled out updated policies and procedures.

Personnel Supervisor | Mar 2018 – Dec 2018

- Led recruiting, onboarding, and HR services for multiple departments.
- Delivered internal trainings and handled performance and discipline matters.
- Designed and rolled out improvements to personnel processes, policies, and workflows.

Compliance Coordinator | Sep 2016 – Mar 2018

- Conducted internal investigations into harassment, discrimination, and workplace conduct.
- Completed EEOC Investigator & Refresher Training in Washington, D.C.
- Served as ADA coordinator and oversaw accommodations and EAP processes.
- Delivered workplace conduct training across city departments.

HR Generalist | Mar 2015 – Sep 2016

- Managed FMLA, ADA, and other leave programs.
- Facilitated onboarding and development training for new supervisors.
- Partnered with employees and managers on performance and compliance needs.

Combat Cleanup – Louisville, KY

Founder & CEO | Feb 2020 – Present

- Founded and operate a values-driven commercial cleaning business focused on community care, veteran employment, and reliability.
- Lead hiring, operations, client management, and brand strategy.

PharMerica Corporation – Louisville, KY

Employee Information Coordinator | Mar 2013 – Mar 2015

- Maintained HRIS records and documentation for new hires and current employees across multiple states.
- Supported onboarding, compliance audits, and internal HR tracking.

MILITARY SERVICE

U.S. Army – S-1 HR Specialist | Jul 2006 – Jan 2013

- Served in South Korea, Iraq, and Fort Hood; managed personnel accountability, benefits, and administrative readiness.
- Trained and supervised incoming HR personnel in high-pressure environments.
- Partnered with command to improve morale and communication between ranks.
- Honored for precision, confidentiality, and leadership during sensitive personnel transitions.

EDUCATION & CERTIFICATIONS

BBA, Human Resource Management – McKendree University

EEOC Investigator & Refresher Training – U.S. EEOC, Washington, D.C.

Ongoing Professional Development in Culture, DEIB, Employment Law & Leadership

AFFILIATIONS

SHRM | LSHRM | BGSHRM

Ambassador – The Taylor Foundation

Founding Member – Women in Business for Good – Louisville

Former Mentor – Louisville Youth Group