



Joan Canning, MBA, CMT

Human Resource Consultant Certified Workplace Mediator and Trainer in Conflict Resolution

The Savage HR Advocate program provides a dedicated, creative and seasoned Human Resource professional to organizations of all sizes and types. Employers who are balancing the demands of their most critical asset – their employees – as well as navigating an ever-changing maze of employment regulations and trends, will find Joan's expertise and support extremely valuable.

Joan utilizes a comprehensive HR assessment to identify each client's compliance priorities, hidden risks and gaps in the HR function. The result of this process is an individually tailored HR action plan to meet each organization's needs.

Additionally, Joan focuses on helping clients resolve complex employee relations issues, mediating conflict between parties in the workplace and helping individuals and teams understand how they respond to conflict, what triggers can escalate conflict, and how to manage conflict more effectively by creating a culture of collaboration, rather than a culture of detachment or avoidance.

Joan has a master's degree in Business Administration with a major in Human Resource Management. She is a Certified Workplace Mediator and Trainer (CMT) in Conflict Resolution and is an IMI Accredited Mediator with the International Mediation Institute. She is also a licensed Employee Benefits Professional and a member of the Society of Human Resource Management (SHRM).

EXPERTISE

- Human resource help desk and crisis hotline
- Workplace mediation services and employee relations consulting
- Conflict resolution training for managers and employees
- HR assessment and risk profiling of organization
- HR functions and department planning for growing businesses
- Employee handbook audits and development
- HR and employment law compliance audits
- Employee performance improvement plan development
- Job analysis and job description development
- Harassment and discrimination prevention training
- Disability accommodation and FMLA assistance



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TESTIMONIALS

For the past 20 years our firm has been fortunate to have Joan Canning as our go to person for human resources. From the development of our handbook, employee issues, state regulations, etc. we are pleased with the professional and timely advice she has provided. Without hesitation, we would highly recommend her services.

- **Owner**, Small Business | Architectural Firm

Joan Canning and the Savage HR Help Desk have played an integral role in helping us to navigate complex Human Resources challenges. Beyond mere problem solving, her external perspective and knowledge of the ever-evolving HR landscape has been invaluable to our organization. Joan comes armed with a deep understanding of HR compliance and best practices and provides actionable strategies surrounding any issue. We feel empowered with Joan and the Savage HR Help Desk on our side.

- **Human Resource Director**, Mid-Sized Business | Agricultural Services

We are extremely satisfied with the service Joan has provided over the last several years. During this time, we have received excellent support and benefited from her expertise, credentials, and experience to review our practices and to assist when questions arise. Joan is a great resource, and we look forward to continuing our professional relationship. We would highly recommend her services as she has always exceeded our expectations.

- **Owner**, Small Business | Manufacturing Sector

Joan Canning is instrumental in assisting me with human resource activities from interview questions to FMLA compliance and paperwork. As our company has grown past 50 employees, she provided guidance on updates for our employee handbook. I enjoy working with Joan and appreciate the professional guidance she provides.

- **Human Resource Manager**, Mid-Sized Business | Manufacturing Sector

Joan has been our HR Safety Net. We can always depend on her to know the latest compliance issues and employment law updates. She gives us the confidence to move forward with our HR decisions.

- **Human Resource Manager**, Mid-Sized Business | Technology Sector

I want to thank you for your continued HR Support. You have given us great information over the past few years - from sticky situations to updating our handbook. We really appreciate you.

- **Controller**, Mid-Sized Business | Retail Automotive Sector