

# LORI BLOCK

Founder & Managing Consultant  
emHrge



Hello. It's nice to meet you. My friends and colleagues call me LB, so you can too. I'm a consultant. And a mission-driven professional committed to enhancing individual wellbeing and the world of work.

But I'm also an avid swimmer. A world traveler. A dog lover. An insatiable learner and voracious reader. In other words, a human.

A human who, throughout my 25+-year consulting career, has been laser-focused on HR, total rewards, employee benefits, and employee engagement. I've always strived to prioritize the individual while serving the needs of my clients and the organizations they serve.

I didn't "grow up" in the HR profession — in fact, I began my professional career as a sportswriter (but that's a story for a different day, and venue).

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## CONTACT

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## WORK EXPERIENCE

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### **Buck Global LLC, Client Experience Leader (final role)** 2001 – 2022

Advised and managed the firm's most strategic clients, and colleagues who serve those clients, to strengthen those relationships. Served clients in the technology, media, health care, and retail industries, as well as in the public sector. Strategic lead and "closer" of many of the largest consulting engagements across the spectrum of solutions and services.

Serial innovator in the areas of employee engagement and plan design. Co-developed & facilitated consulting skills training across the firm (globally). Served as a mentor to full-time colleagues and interns. Developed firm's ESG framework and messaging.

### **Aon, AVP – Communication Consultant** 1993 – 2001

Instrumental in the development of online resources and transactional applications starting in the mid-90s. Member of the Outsourcing Services Ops Committee and chair of the Employee/Manager Self Service applications steering committee.

### **Journalist (various general and business publications)** 1983 – 1993

Award-winning journalist across a wide range of topics, from sports writing to reporting and writing about the risk management, brokering, and benefits consulting industry.

## EDUCATION

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### **University of Colorado Boulder – Leeds School of Business** 2022

Earned ESG certification through this global program designed to develop professionals who can guide organizations in the practice of socially responsible business.

### **Lake Forest Graduate School of Management, MBA** 1991 – 1992

Graduated with honors in this two-year, fast-track program for working professionals.

## CLIENTS SERVED

(representative, past & present;  
proprietary information)

Adobe • Amazon • Carlson • Cisco  
Systems • Comcast • CSAA • Daimler  
Trucks NA • Electronic Arts • Flex •  
Hawaii Employees Retirement System •  
JPL • Level • Microsoft • Safeway

## ADDITIONAL EXPERIENCE & HONORS

Named a "Most Influential Woman in  
Benefit Advising" (2014), which  
recognizes those who make  
"extraordinary contributions to the  
field" and "elevate the status of all  
women in the profession."

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Frequent speaker at national and  
local events, and Webcasts,  
including WorldatWork, National  
Business Group on Health,  
WorkHuman, Conference Board,  
Conference of Consulting Actuaries,  
and Society of Actuaries.

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Published author in industry  
publications, including authoring the  
Introduction chapter to The  
WorldatWork Handbook of Total  
Rewards (2<sup>nd</sup> edition).

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Member of CEB Conference  
Planning Committee for four  
consecutive years.

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Recipient of numerous professional  
communicator awards, including  
multiple IABC Gold & Silver Quills,  
Hermes Creative Awards and  
Videographer & Visual Arts honor.

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Volunteer: SuitUp Incorporated.  
[www.volunteersuitup.com](http://www.volunteersuitup.com)

## EDUCATION (CONTINUED)

### Southern Methodist University, BFA-Print & Broadcast Journalism

1981 – 1984

Graduated cum laude in 3 years. Awarded journalism and community service scholarships and membership in Kappa Tau Alpha. Reported on sports for the school newspaper and tutored struggling students.

## ABOUT ME (CONTINUED)

- > **Why** were benefits (still) designed the way they were?
- > **Why** must rewards programs, such as equity compensation and retirement plans be so confusing to participants?
- > **Why** are individuals' wellbeing needs addressed in silos rather than considered in total?
- > **Why** are the needs of users not considered first when designing or deploying technology?

And in recent years... **Why** shouldn't "corporate social responsibility" (aka **CSR/ESG/Sustainability**) begin at home, in the workplace?

Asking these questions, while taking the time to understand the needs of the clients I served, enabled me to address the needs of both organizations and their employees.

Collaborating with talented colleagues throughout my career, I delivered practical yet often innovative solutions on behalf of employers across industries and market size, ranging from organizations with fewer than 100 employees to Fortune 50 multi-nationals.

Ever curious, and desiring to make the world a better place, I became "ESG-certified," completing the rigorous and expansive Environmental, Social, Governance Strategy program offered through the University of Colorado-Boulder's Leeds School of Business.

In establishing emHrge™, I've committed to putting Humanity at the center of all that we do.™ And, I've carefully selected a group of like-minded independent and boutique consulting partners to expand our capabilities.

If you're intrigued enough to learn more, let's chat. Visit our Get in Touch page or book a meeting. You can also get to know me further

## FAVORITE CLIENT TESTIMONIAL

"From the moment I met Lori - when I stepped into project manage a critical initiative - I appreciated her ability to influence key stakeholders and gain consensus within diverse teams. As a true thought leader, Lori excels at challenging the status quo while bringing others along with her. In so doing, she's helped leaders become more proactive in addressing issues and developing and implementing effective solutions. I could not ask for a better strategic partner."