



## SHAWN DILFIELD

### Human Resources Director

As GTM's HR Director, Shawn oversees all human resources functions within GTM including employee relations, performance management, compliance, training, compensation, talent acquisition, and benefits. She is a key partner to the GTM DEI (Diversity, Equity, and Inclusion) Committee, advising on ways GTM can be inclusive to its employees and the clients and communities it serves.

Prior to joining GTM, Shawn served as HR Director at Bala Consulting Engineers. In this role, she maintained overall responsibility for HR across five offices, spearheading the transformation of performance management to encourage iterative discussions, transparent feedback and better differentiate and reward employees, as well as automating all previously manual HR processes. While there she introduced their DEI initiative, educating on unconscious bias and forming Employee Resource Groups.

Shawn also served in several HR leadership roles with Kantar (formerly TNS) a global market information company. During her time there she specialized in performance management, compensation analysis, talent acquisition, culture initiatives, and DEI.

Shawn's work with professional services firms of varied sizes and regional scope gives her the insight to help guide GTM's HR functions as the firm continues to grow.

Shawn resides in Chalfont, PA with her husband and cats, and has three adult children. She participates actively in human rights advocacy and spends her leisure time reading, crafting, and at local car and motorcycle club cruises.


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**DESIGNATION:** PHR, SHRM-CP

**EDUCATION:** B.S. in Business Administration from Delaware Valley University

## CONTACT

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