

## **Kelly Hansmann**

Consultant

415-730-0434

kelly@futuresense.com



Kelly is a seasoned compensation and benefits consultant with a collaborative approach to developing creative and practical HR solutions. She has over 15 years of experience designing, implementing, and administering compensation and benefit programs. Consulting with companies of various sizes and industries has given her both a deep and broad perspective. She has significant expertise in:

- Executive compensation
- Base salary administration
- Short- and long-term incentives
- Stock-based incentives
- Employee benefits
- M&A due diligence & integration
- Data management and recordkeeping
- Employee communication
- Performance management

She is an effective project manager experienced in working with executives, compensation committees, and cross-functional teams. Kelly is both strategic and tactical, and has a passion for streamlining operations. She is an excellent communicator with a warm, influence-building style.

Kelly was previously a managing consultant at a large international accounting firm and mid-sized consulting firm. She began her career as an actuarial analyst, and then expanded her focus to include compensation and HR strategy. She holds a B.S. in Statistics from North Carolina State University.

She is an active member of the community and dedicates much of her time to Protea, a women's clothing line that she created to combine her love of entrepreneurship and design. Together, consulting and Protea give her the ideal balance between her analytical and creative sides.