



JAN LOTT, SHRM-SCP, SPHR

VICE PRESIDENT OF HUMAN RESOURCES

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Jan Lott has more than 20 years of experience in human resources, people management, and coaching and professional development.

In her role, Jan partners with firm management in the design and implementation of business strategy, business development and project management, and human resources best practices. She also manages the firm's human resources team responsible for the areas of staffing, recruiting, performance management, compensation, health and welfare benefits, wellness, employee relations, training, retention and regulatory compliance. Further, Jan manages the firm's secretarial and conference center staff.

She also holds a number of professional certifications. Jan is a Society for Human Resource Management – Senior Certified Professional (SHRM-SCP); Certified Senior Professional in Human Resources (SPHR); CCL 360 Performance Assessment Certified; Certified Just Culture Champion; and she holds a Finance Certificate from Washington University's Olin School of Business.

BACKGROUND

Before joining Armstrong Teasdale, Jan was human resources director for Missouri Baptist Medical Center within the BJC hospital system in St. Louis, where she had oversight of approximately 4,000 hospital staff and physicians. In that role, she also helped design and implement BJC's first compensation philosophy and foundational career framework, as well as programs that enhanced collaboration and increased operating efficiencies systemwide. Further, she has experience creating performance management and talent development programs, and driving cultural transformation within an organization.

Prior to that, Jan worked in HR for Enterprise Holdings, where she achieved high retention rates and introduced new programming and training for employees to drive engagement and compliance. In addition, she chaired the Diversity Committee and implemented multiple recruiting initiatives, benefit enhancements and cultural recognition events.

EDUCATION

- University of Missouri-St. Louis (M.A.)
 - Psychology

- Lindenwood University (B.S.)
 - Psychology

PROFESSIONAL ACTIVITIES

- Armstrong Teasdale Inclusion Committee

CHARITABLE AND CIVIC INVOLVEMENT

- Samaritan's Purse (2002-present)
- St. Louis Area Foodbank (2008-present)
- Alzheimer's Association (2016-present)

ACCOLADES

- BJC Executive Leadership Institute (2019)