



## VICTORIA DOLAN

Victoria Dolan is a human resources consultant at Holden Law Group. She provides employers with a wide range of human resource services from company-wide audits to individual employee performance management and everything in between.

### Human Resources Experience

Ms. Dolan has over 25 years of human resources and business management experience. Prior to joining Holden Law Group, she spent over 16 years as the head of human resources for a large regional bank. Earlier in her career, Ms. Dolan supported a variety of clients in numerous industries with contingent staffing solutions. She has a broad base of human resources and business leadership experience with true expertise in such areas as employee relations, strategic planning, corporate governance, talent management, lawful terminations, policy development, executive benefits, incentive plan design, training, and employee development.

Employers have relied on Ms. Dolan to implement successful performance management systems aligned with their business objectives. She has extensive experience creating flexible and proactive policies and programs that support organizational growth while maintaining compliance with employment laws. She has a successful track record helping employers maintain high standards of accountability while treating their employees with dignity, fairness and respect.

### Professional Activities and Interests

Ms. Dolan is an active member of the Sacramento Area Human Resources Association (SAHRA) and serves as a Mentor to other human resources professionals. She holds multiple human resources designations, including certification in California employment practices (PHRca) and Senior Professional in Human Resources (SPHR) from the Human Resources Certification Institute, in addition to being a Society for Human Resource Management Senior Certified Professional (SHRM-SCP). She has also served as a SAHRA study group instructor.

In her free time, Ms. Dolan loves to travel or go camping with her family. She has a passion for interior design and is always working on her next decorating project. She enjoys cooking and hosts frequent family dinners for her large extended family.

### Education

*Society for Human Resource Management*

SHRM Senior Certified Professional  
SHRM-SCP Certified

*Human Resources Certification Institute*

Professional in HR - California  
PHRca Certified

Senior Professional in HR  
SPHR Certified

*Center for Creative Leadership*  
Leadership Development Program

*Graduate School of Banking,  
Madison, WI*

Human Resource Management  
School

*California State University, San  
Diego, CA*

Graduate Teaching Assistant  
Speech/Professional  
Communication

*California Polytechnic State  
University, San Luis Obispo, CA*

B.S., Business Administration  
Human Resources/Organizational  
Communication emphasis



## VICTORIAN DOLAN

### Representative Presentations & Trainings

AB 1825 Harassment Prevention Training  
Banter in the Workplace – A Slippery Slope  
The Top 10 Things Employers Do to Get Sued  
Behavioral Interviewing – Hires that Stick  
Effective Workplace Communication  
Don't Put Your Job in Jeopardy – Core Values & Ethics Training  
Effective and Defensible Disciplinary Action  
Professional Business Writing  
Timecard Review Training for Managers & Supervisors  
Financial Fitness Panelist at Employee Benefits News Annual Conference  
Employee Survey Focus Groups  
Strategic Planning Sessions

### Representative Article

One Day Rest in Seven Rule

### Employment History

Holden Law Group  
2018 – Present

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River City Bank  
2001 – 2017

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Tradesource  
2000 – 2001

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Accountants Inc.  
1999 – 2000

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Adecco Employment Services  
1991 - 1998