



Lighthouse Solutions, Ltd.

Lighthouse Solutions, Ltd., an HR management consulting firm, was founded by Sherrill Crivellone in 2002. Our business is comprised of (1) HR consulting to companies of all sizes and outsourced HR services; (2) individual coaching, including leadership development, business coaching, and career planning; and (3) seminars, webinars, and programs that can be tailored to one specific company's needs or conducted as a public program for interested individuals. We are proud to have a team of highly experienced and accomplished business professionals who can work individually or together to overcome the most challenging assignments that our clients can bring.

Professional Expertise/Services

The consultants at Lighthouse Solutions, Ltd. have, on average, at least 20 years of experience in the fields of Human Resources, business continuity, and project management. We are well positioned to take on projects related to talent acquisition, employee relations, compensation/benefits, talent management, and organizational design. Our general approach is to work with companies to maximize their business success through people, performance and productivity. In addition, we can become a virtual HR department for smaller and mid-sized companies.

Lighthouse Solutions is also a strong provider of training solutions for companies, new business owners, and individuals. We have extensive backgrounds in a wide range of presentation topics and have the instructional design capabilities to develop custom programs on demand. Such programs are, at times, delivered to public audiences, and we do focused coaching with company-directed and self-directed individuals as well.

Recent Assignments

- Multiple high-growth hedge funds – analysis of existing policies and/or development of new company policies
- Concrete contracting company – development of company policies for an Employee Manual
- New York hedge fund – planned and orchestrated their first-ever group layoffs, without any legal challenges
- Financial services company – conducted an analysis of their employee classifications and recommended a cost-effective, yet compliant structure
- Conducted webinars for job seekers, focused on branding techniques, resume development, interviewing skills, and networking
- Chemical company – conducted Situational Leadership to all manufacturing supervisors
- High-growth hedge fund – designed a performance management system; trained managers in effective implementation, and facilitated the organizational change process in rolling the system out across the company

Education and Professional Affiliations

- M.A., Northeastern Illinois University & B.A., University of Illinois
- Member: SHRM, SHRP, HRMAC, ASTD, World at Work
- SPHR and CCP certified
- LinkedIn, Facebook, Twitter

Contact Information

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