



**D**onna Rogers was born and raised in Springfield. She holds a senior certification in human resources (SPHR) as well as a master's degree in education in human resources development from the University of Illinois in Champaign and a bachelor's degree from Illinois State University in public relations. Rogers is married, and she and her husband, Don, have two children, Brooke and Adam. Kids' activities are her main priorities, but she also enjoys gardening, shopping and doing some work as an independent Mary Kay consultant. Rogers was hired for her first HR job in 1990 as a corporate trainer and has remained in the field ever since. "Hard work, determination, perseverance and a lot of support from my family and friends has gotten me to where I'm at today."

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## Donna Rogers

**Title:**

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**Age:** 42

**Quote:** "You're always on call, and the work is always there. However, the family always comes first."

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**Nature of the business:** Rogers HR Consulting began in January 2001 and provides a full range of management and development consulting services to all organizations, with a special emphasis in small- to medium- size companies who do not have an HR professional on-site. "Ultimately, it's a relationship building company striving to teach clients how to handle their own employment issues and where to look for resources to help achieve organizational goals through people," said Rogers. Services include management advice, safety audits, training, employee opinion surveys, policy and procedures development, job audits, affirmative action programs, interviewing and outplacement services.

**How is business?:** "I am always busy, and I keep contractors hopping from time to time as well with a variety of client projects that they too can do from home," said Rogers.

**Trends:** One that comes and goes is the idea of HR outsourcing. "Sometimes it's in, and sometimes it's out," said Rogers. It is good business for Rogers when it is in, especially with the larger organizations. Small businesses generally are unable to keep up with the latest trends and compliance issues in human resources.

**Biggest challenges:** Accounting and technology present the biggest challenge especially from a time standpoint. Another challenge is one that comes from being a consultant and working from home. "You're always on call, and the work is always there," said Rogers. "However, the family always comes first."

**What's new and exciting in the HR world?:** "The exciting part for me is the outsourcing forecast which is expected to be a 36 percent increase within the United States and a 35 percent increase in outsourcing jobs to other countries," said Rogers.

**Future:** Rogers, more than anything, wants to continue to work with her husband to raise their two children and save for a comfortable retirement that allows for a lot of travel. On a professional level, Rogers would like to obtain her GPHR (global professional in human resources) and grow the business to a point where she can hire a full-time assistant and part-time technology and accounting professionals in order to focus fully on client needs.