

Lauren J. Molish

Lauren Molish is a seasoned Human Resources executive with more than two decades of experience helping organizations build strong workplace cultures that drive performance, trust, and long-term growth. Most recently, she served as Executive Vice President of People and Process at Thomas J. Paul, where she built the HR function, modernized performance and talent programs, and shaped the cultural strategy as the company transitioned from a 50-year, family-owned business into private equity ownership. In this role, Lauren also became a key partner in business operations, with hands-on involvement in financial forecasting and operational decision-making that supported the company's transformation.

Lauren's background spans private equity, professional services, marketing, manufacturing, and technology, including leadership roles at L3Harris and her work as founder of Molish HR Consulting. She is known for her ability to connect with people at every level of an organization and to cultivate trust in environments where alignment and confidence are critical, particularly during periods of change or uncertainty.

In her recent work, Lauren has expanded her focus beyond traditional HR leadership into workforce strategy as a core driver of business performance, particularly in high-pressure situations such as restructuring, turnaround, and growth transformation. Her approach integrates operational rigor with practical, real-world execution, helping organizations close the gap between strategy and results.

She combines deep HR expertise with a strong understanding of business operations to help leadership teams navigate change and create workplaces where employees feel valued, aligned, and positioned to perform at their best.