

Leaders in the HR field form new company, Providium Human Resource Group

By Kathleen Driscoll

Company offers widest range of HR services in upstate New York

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As more and more organizations outsource human resource functions or look to augment existing human resource capabilities, a need has emerged in the business world for a full-service, one-stop human resources company. At the forefront is a new company formed by leaders in the HR field — Providium Human Resource Group LLC, which has clients throughout upstate New York and in several major U.S. cities.

No other human resources company in upstate New York offers the breadth of services as Providium Human Resource Group, which includes recruitment, compensation consulting, on-site and interim HR support, succession planning, training, team building, HR audits, climate surveys, and strategic planning.

Providium Human Resource Group is an affiliate of Providium Consulting Group LLC, one of New York state's largest and fastest-growing employee benefits consulting companies. Providium specializes in comprehensive benefit services, including health, life, dental, disability, and voluntary benefits. "Together with Providium Human Resource Group, we offer our HR clients the most-complete array of services in the business," said Richard Bannister, partner of Providium Consulting Group.

Mergers involved with the formation of Providium Human Resource Group include Weterrings & Agnew Inc., a 44-year-old premier recruitment company based in Rochester, which is now a division of Providium Human Resource Group.

"The partners of Providium Human Resource Group welcome the synergy created by this merger of talent and experience," said Patrick E. DiLaura, president and partner of Providium Human Resource Group, who has held management HR positions at national companies such as Hallmark Cards Inc. and Paychex. "We are proud of the wide range of quality services we offer, made possible by our many levels of expertise. In working with Providium Human Resource Group, our clients can focus on building their business while we focus on developing tools and services to help elevate, educate, and inspire their employees."

In addition to DiLaura, the management team of Providium Human Resource Group is Marylane Bianchi, formerly of HR Works Inc. and Manpower Inc., and Elaine McKenna, former owner of Weterrings & Agnew Inc., who are both vice presidents and partners. Current clients of Providium Human Resource Group include a wide range of not-for-profits, universities, and Fortune 500 companies.

Companies that outsource HR functions do so to reduce costs, focus on core business needs, improve operations, and gain an edge over the competition. Providium Human Resource Group, which offers off-site custom-designed consulting and on-site HR management, serves as a one-stop human resource consulting and outsourcing firm, for both short and long-term HR needs. The company provides strategic and operational support to companies and their employees for the continuum of the employment lifecycle.

Providium Human Resource Group's main offices are located at 295 Woodcliff Drive, Fairport. A second office serves its Buffalo clients, located at 300 International Drive, Williamsville.

The Management Team of Providium Human Resource Group

Patrick E. DiLaura, President/Partner, provides strategic and operational leadership to Providium Human Resource Group and its management team. He has held management positions in human resources at Hallmark Cards Inc., Beacon Consulting Group LLC, Paychex Inc., and Element K (formerly Ziff-Davis Education), where he was senior vice president of human

resources. He is certified as a professional interviewer by Development Dimensions International (DDI) and Drake Beam Morin Inc. (DBM); as an Activity Vector Analyst (AVA) by Walter V. Clarke and Associates; and as a 360 Degree Feedback Analyst by Acumen Inc. DiLaura holds a bachelor's degree, awarded summa cum laude, from St. John's Fisher College and a master's degree from Central Michigan University. He has worked as an adjunct instructor in the graduate Human Resource Development program at St. John Fisher College. DiLaura is a member of the Advisory Boards for the Graduate Human Resources Development program at St. John Fisher College and the Graduate Human Resources Management program at Nazareth College. He serves on the board of directors for the Small Business Council of Rochester and the Klainer Center at State University of New York at Geneseo.

Marylane Bianchi, Vice President/Partner, is responsible for new and existing national business development. She brings more than 18 years of human resource sales experience to Providium Human Resource Group. Prior to joining Providium she served as vice president of sales for HR Works Inc. and sales manager for Kelly Services and Manpower Inc. Bianchi holds a bachelor's degree in psychology from SUNY Brockport. She is active in the community as a volunteer with Hillside Children's Center and as a board member of the Rochester Small Business Council, where she is chairwoman of the Business Person of the Year Nominating Committee. Bianchi is a past board member of the Women's Council, where she also served on the Athena Steering Committee.

Elaine McKenna, Vice President/Partner, leads the Weterrings & Agnew Professional Recruitment & Executive Search and OfficeCareers divisions of Providium Human Resource Group. She helps Providium clients develop recruitment strategies, job specifications and candidate profiles, along with targeted candidate identification and recruitment activities. Her team recruits for virtually all functional areas, from individual contributor to executive management levels. Prior to joining Providium, McKenna owned and operated Weterrings & Agnew Inc. for 15 years. She brings more than 20 years of senior and executive level management recruitment and search experience to Providium Human Resource Group and holds a bachelor's degree in psychology from Roger Williams University. In the community she serves on the board of directors of Career Development Services.

Additional key staff members of Providium Human Resource Group are:

- Gregory N. Furstner, Vice President of Compensation and International HR services, has held management positions in human resources at Hallmark Cards Inc., JM Huber Corporation, Cummins, Freightquote.com, and Primedia. In addition to his compensation background, he has significant experience in international/expatriate human resource management and has worked internationally in Scotland, Singapore, and Sweden.
- Dr. Seth Silver, Vice President of the Organization Development Division, has consulted with more than 50 organizations, including American Red Cross, Ultralife Batteries, and Xerox. He is assistant professor in the Graduate Human Resource Development program at St. John Fisher.
- Tom Quinn, Vice President of the Weterrings & Agnew Executive Search Division, provides clients with expertise in executive search, marketing, sales, and sales management recruiting and placement. Prior to joining Providium, Quinn was an owner/partner for 25 years with Weterrings & Agnew Inc.