**** Lori Lorant – ARCH Vice President – Human Resources**

***Take 5 – Five questions for Lori Lorant***

**Lori Lorant** spent nearly five years with ARCH HQ before her appointment as Vice President - Human Resources and previously served as Employee Relations Manager and Director of Human Resources. She earned her Bachelor of Science (B.S.) focused in Business, Management, Marketing, and Related Support Services from Central Michigan University, and she holds SHRM – SCP certification through the Society for Human Resource Management.

**Why did you choose your career path?**
Early in my career, when I was working in the consumer retail industry, a manager recognized I was able to connect well with the people who reported to me and suggested that I had the leadership skills that could lead to a successful HR career. This manager encouraged me to pursue a career in HR because they thought I could have a positive influence on people and help them achieve personal and company goals.

**Did you have a mentor?**
Yes. My mentor was Jean Sinclair. She was the manager of a department store when I was in charge of HR. She taught me to lead by example – she asked for input, listened to people and made everyone feel like respected members of her team. I didn’t want to let her down. This is the type of leader I’ve always strived to be. I don’t believe that intimidating people is productive. I believe you get the best results when you set high expectations, work hard yourself as an example, and expect the best from your team while making work enjoyable and rewarding.

**How do you balance personal and professional life?**I may not have been doing as good a job of this as I should lately because ARCH is growing rapidly, and we’ve all been working so hard. But I believe, and I remind others, that it’s important to have an enjoyable personal life. Personally, I enjoy exercise, outdoor activities, spending time with my family and friends, and traveling. At ARCH, we’ve added team members as we’ve grown; I’m hoping to set a better example for them in this regard as we go forward.

**How do you manage stress?**
Like everyone, I do get stressed, but I try to keep it under control. I am naturally level-headed, however, when I do feel stressed, I exercise and make it a point to get more sleep, which always helps.

**Do you have any advice for the younger you?**
Keep things in perspective. You learn from the tough times and become a more compassionate person. Be patient – things will work out.