



## Bio

Phil McMann is an accomplished employee and labor relations professional. He started Peak Employee & Labor Relations (Peak ELR) consulting following a 25+ year corporate career focused on achieving demanding goals in both operations and human resources.



Today, Phil leverages his extensive experience to help senior executives drive efficiency and increase productivity while remaining focused on the strategic goals and objectives of the broader organization. He is known for being a thoughtful business partner, who knows how to build long term relationships. He executes labor strategy at all levels in support of generating strong bottom-line results.

Phil has broad experience leading and executing employee relations strategies in union as well as non-union settings for both multi-national manufacturers and private equity owned businesses. He has extensive in-depth first chair experience negotiating labor contracts, managing daily operations, and leading company campaigns in union organizing drives.

Phil holds a Bachelor of Arts in Organizational Leadership from the University of Hartford and a certificate in Executive Leadership from the University of Virginia, Darden School of Business.

[philip.mcmann@peakelr.com](mailto:philip.mcmann@peakelr.com)  
435-777-3638  
[www.peakelr.com](http://www.peakelr.com)