

COMPANY TRANSITION CONSULTANT, SPECIALIST

Ebony Olivier, SHRM-CP



Ebony Olivier is the President of The Company Bridge Program, powered by Job Interview Training Executive Corp., where she leads transformative workforce transition solutions for businesses navigating restructuring, layoffs, and organizational change.

As a seasoned public speaker, trainer, and Human Resources Professional, Ebony leverages over a decade of experience in human resources to deliver expert guidance tailored to the needs of executives and employees alike. Ebony is a certified SHRM Human Resources Professional, Florida Certified Labor Relations Professional, and Certified EEOC Investigator, specializing in employee offboarding, EEOC compliance, and the complexities of workforce transitions. Her expertise spans critical areas such as training and development, performance management, strategic planning, labor relations, talent management, recruitment, offboarding and retention.

At The Company Bridge Program, Ebony's team provides comprehensive services, including reduction transition management, position elimination and reallocation assistance, compliance guidance, leadership training, and outplacement services. They specialize in assisting companies navigating downsizing, restructuring, and mergers, helping organizations transition their employees through the layoff process with empathy and precision.

Ebony's passion for human resources led her to earn a bachelor's degree in Organizational Psychology from The Florida State University, with a concentration in Human Resources Management, Training and Development, and Organizational Learning. During her academic journey, she conducted research on adult learning and motivation, laying the foundation for her career as an HR consultant and career coach.

Her personalized approach equips clients with invaluable strategies to navigate challenges and achieve their goals with confidence, making her a trusted partner for businesses and professionals alike.

Kanya Olivier, ICF-ACC

COMPANY TRANSITION CONSULTANT, SPECIALIST



Kanya Olivier is a distinguished professional and thought leader with a diverse background in Construction, Engineering, Technology and Human Resource Management. As the President of The Company Bridge Program, powered by Job Interview Training Executive Corp., she has established herself as a trusted authority on ethical and compliant workforce transitions. Kanya began her career as a Career Coach and quickly identified a critical need for organizations to manage employee layoffs with both strategic precision and profound empathy. This insight propelled her to develop a comprehensive consultancy focused on navigating the complexities of corporate restructuring.

Kanya's expertise is widely recognized. She was honored as a **nominee for the 2025 SHRM Florida Human Resource Professional of the Year**, a testament to her significant contributions to the field. Her influential voice extends through her popular blog, "**HR's Guide to Downsizing in South Florida**," where she provides actionable insights for business leaders. She is also a published author in the HR Florida Newswire magazine. Her thought leadership includes the July 2024 article, "**Mass Layoffs Spark Social Media Outrage: A Threat to Corporate Growth**," which explores the reputational risks of workforce reductions, and her definitive June 2025 guide, "**HR Executive's Guide to Navigating EEOC Regulations During Mass Layoffs in South Florida**." This latest publication provides critical compliance frameworks for HR executives, further cementing her status as a leading expert in the field.

Under Kanya's leadership, The Company Bridge Program delivers a robust suite of services, including reduction-in-force transition management, position elimination and reallocation assistance, compliance guidance, leadership training, and outplacement services. Her approach is rooted in a strong academic foundation, holding a bachelor's degree in Economics with a minor in Business Administration from Florida A&M University, which informs her strategic foresight in performance management and planning.

Kanya is known for a hands-on, compassionate leadership style that ensures success for both organizations and their employees. She and her team partner closely with clients to develop tailored solutions that transform workforce challenges into opportunities for growth, stability, and renewed success.