



CHRISTINNE JOHNSON

Human Resources Executive | Community Board Director

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Christinne is a strategic, results driven, transformational leader with over 25 years' experience in developing strategy, leading enterprise change initiatives, and collaborating across functional areas. Until her retirement in 2021, she was the CHRO for FirstBank, a \$28B organization with 3,000 employees. In her time as CHRO, she led a full transformation of the Human Resources function, which earned HR a seat on the executive leadership team reporting to the CEO. Immediately preceding retirement, Christinne led FirstBank's HR COVID response and was a member of the executive leadership team that steered the organization through the pandemic. Although Christinne finished her career in HR, she is not a career HR professional. As a banker throughout her career, she has experience running many different areas of the business including retail branches, compliance, operations, and technology. Over her career, Christinne developed a strong ability to quickly analyze a business area, identify opportunities for growth and development, and lead change initiatives. Initiatives she proposed focused on creating value and positioning the business to respond to future opportunities and challenges.

Christinne possesses strong business and financial acumen. In all leadership roles, she was directly responsible for budget, internal and external audits, risk management, regulatory compliance and attended monthly Audit and Risk Committee meetings. During her time as an executive, she participated in monthly Board of Director meetings, interacted regularly with board members, and supported the CEO on the Board Compensation and Governance Committees.

She is a proven board director, leader, and collaborator, serving on community boards and committees over the past 20+ years. Recent board leadership roles include:

- Colorado CASA – Board Chair
- Foundation for Colorado Community Colleges – Board Chair, Vice Chair, Treasurer

Christinne is passionate about strategy, leadership development, and organizational culture. She is seeking board of director opportunities where she can bring the perspective of cultivating the best in human capital to support companies in driving results and achieving their goals.