Influential Women Highlights Erika Diviney: Building Stronger Workplaces Through People-First HR Leadership



BLOOMFIELD HILLS, MI, UNITED STATES, September 16, 2026 /EINPresswire.com/ -- With More Than Two Decades of Human Resources Experience, Erika Combines Persistence, Communication, and Employee Advocacy to Create Workplace Cultures Where People Feel Supported, Heard, and Valued

Bloomfield Hills, Michigan – With more than two decades of experience in human resources, Erika Diviney has built her career around one fundamental belief: successful organizations begin with people. As Corporate HR Director at Crypton, Erika leads a broad range of human resources initiatives spanning employee relations, recruitment, retention, payroll, benefits administration, compliance, onboarding, performance management, and organizational development. Her approach is grounded in trust, credibility, communication, and accountability, helping create a workplace culture where employees feel connected to both their colleagues and leadership.

Based in Michigan, Erika works with teams across multiple locations and regularly travels to Crypton's facilities in North Carolina. Her presence goes beyond traditional HR responsibilities. When she visits the facilities, Erika walks the floor, speaks directly with employees, and makes herself available to hear their concerns, ideas, and experiences. She believes that employees should feel comfortable approaching HR and should know that their concerns will not simply disappear into a process. Instead, Erika emphasizes consistent follow-through and honest communication.

This people-first philosophy has played an important role in Crypton's retention efforts. While

recruitment and retention remain significant challenges throughout the human resources field, Erika says Crypton has benefited from relatively low turnover and a variety of employee-focused programs designed to attract and retain talented individuals. For Erika, however, hiring is never simply about filling an open position. The goal is to find the right people and make them part of the team.

Throughout her career, Erika has held leadership positions with organizations including Lombardo Homes, Gas Station TV, HOMEDICS, and Cash Connection. These experiences allowed her to develop a comprehensive understanding of human resources and the many responsibilities required to support both employees and organizations effectively. From payroll and benefits to employee relations and performance management, she has consistently focused on creating systems and experiences that work for people.

One of the initiatives Erika has helped lead is the use of employee roundtables to encourage open dialogue between employees and management. These conversations provide opportunities for employees to share feedback, ask questions, and contribute to a culture of transparency and collaboration. For Erika, communication is particularly important when an organization is making changes. Because Crypton's operations span different locations, maintaining alignment between Michigan and North Carolina requires intentional communication and a commitment to keeping everyone informed.

Erika's leadership philosophy has been shaped by persistence and discipline. She attributes much of her success to her ability to remain determined while balancing competing responsibilities. One of the clearest examples of that determination was earning her MBA in Human Resources Management from the University of Michigan while working full-time and raising her daughter as a single mother. The experience strengthened her resilience, time management, and commitment to lifelong learning.

Her educational journey began with a Bachelor of Business Administration in Human Resources Management from Baker College. Rather than viewing education as something that ends with a degree, Erika has continued expanding her knowledge and professional capabilities. She is currently pursuing a law degree through Purdue Global, with plans to specialize in employment law. Her decision to pursue legal education reflects her desire to deepen her understanding of the issues that affect employers and employees and further strengthen her ability to contribute in the HR field.

At the heart of Erika's professional values is credibility. She believes people need to know that when she says she will do something, she will follow through. If she cannot fulfill a request, she believes in being upfront about it rather than making promises she cannot keep. That honesty has helped her build genuine respect and trust with employees.

At the same time, Erika recognizes that her commitment to others can sometimes mean giving too much of herself. Between working full-time, attending law school, traveling for work

approximately once a month, and maintaining her personal responsibilities, she has learned the importance of balance. One of the most meaningful pieces of career advice she received came from a mentor who retired last year. His message was simple: take care of yourself.

That advice has remained with Erika. Her mentor continues to check in with her and encourage her to maintain activities such as biking and kickboxing, avoid overextending herself, and take mental health days when necessary. Erika has come to understand that taking care of herself does not diminish her professional commitment. Instead, it allows her to return to her responsibilities with greater clarity, energy, and perspective.

She believes professionals sometimes become so deeply invested in their positions that they are afraid to step away, even briefly. Erika challenges that mindset. In her view, if someone is doing their job well and building strong systems, the business should be able to function when they need to take a day off. Finding that balance may take time, but she believes it is essential to long-term success.

That philosophy also informs the way Erika approaches employee relationships. She wants employees to see HR as a resource rather than an intimidating department. At Crypton, employees know her by name, and she makes a deliberate effort to maintain personal connections with them. Her regular visits to North Carolina provide opportunities to strengthen those relationships face-to-face, while her ongoing communication helps bridge the distance between locations.

As the HR profession continues to evolve, Erika sees recruitment and retention as two of its most significant challenges. The job market has changed substantially since she began her career, requiring organizations to develop new ways of attracting and retaining employees. She believes companies must look beyond simply hiring people to fill vacancies. Employees want to feel that they belong, that their contributions matter, and that leadership genuinely cares about their experience.

For Erika, this is where effective human resources leadership can make a lasting difference. By creating opportunities for communication, maintaining credibility, listening to employees, and following through on commitments, HR can become an important driver of organizational culture.

Her accomplishments have been recognized through her inclusion among the influential women of 2026, an honor that reflects her ongoing contributions to the workplace and her commitment to employee advocacy. Yet Erika’s focus remains firmly on the people she serves and the environments she helps create.

Outside of her professional life, Erika enjoys international travel, hiking, spending time at her cabin in Michigan, and caring for her two dogs. These interests provide balance alongside an ambitious professional and educational schedule.

Looking ahead, Erika continues to expand her expertise while pursuing her goal of specializing in employment law. Her career demonstrates that strong HR leadership is not simply about policies, procedures, or compliance. It is about building relationships, creating trust, and making sure people know they are valued.

Through persistence, discipline, education, and a genuine commitment to others, Erika Diviney continues to demonstrate the impact that thoughtful, people-centered leadership can have on an organization. Her work reflects a clear understanding that when employees feel heard, respected, and supported, they are better positioned to thrive—and so are the organizations they help build.

Learn More about Erika Diviney:

Through her Influential Women profile, https://influentialwomen.com/connect/erika-diviney

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