



Michael McLaughlin, MBA

Head of People

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Michael is the Head of People at Saltmarsh, where he oversees comprehensive HR functions and organizational culture. He partners closely with the CEO and executive and senior leadership teams to drive strategic initiatives in talent management, workforce planning, performance management, learning and development, employee engagement, and more. Known for building scalable people frameworks, Michael aligns people strategy with organizational goals, delivering solutions that enhance performance, collaboration, retention, and the employee experience.

His leadership philosophy emphasizes a people-first mindset, transparency, trust, clarity, and continuous development. Michael has designed and facilitated leadership development programs, transformed onboarding experiences, strengthened DE&I and culture initiatives, and led enterprise-wide change management efforts. With a focus on empowering teams and fostering a thriving workplace, he approaches every challenge with strategic insight, empathy, and a commitment to creating environments where people excel.

Education

Master of Business Administration - Florida State University

B.S. Human Resource Management- Florida State University



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