

**Pat Duncan, SHRM-SCP**  
Senior HR consultant,  
Calyx-Weaver & Associates

**P**at Duncan initially wanted to work in a test kitchen developing recipes, which is why she obtained a bachelor's degree in foods and nutrition.

As often happens in life, she was led down a different path and now spends her days cooking up ways to help her clients with their HR issues.

"I love to help people and organizations become the best they can be," she says. "I love when I've been helping in the background and [others] get noticed."

She is currently director-elect for the Idaho State Council of the Society for Human Resource Management (SHRM). She also has served as the council's legislative chair and with the state conference committee. Since 2005, she has held numerous leadership positions with her local Boise chapter of SHRM, the Human Resources Association of Treasure Valley, including president, treasurer, certification chair and conference co-chair.

**What is your work philosophy?**

To operate efficiently and allow technology to work for me. I think it is important to be open to new ideas and to *listen*. It's amazing what you can learn by paying attention to those around you.

**What is your favorite business book?**

*21 Irrefutable Laws of Leadership* by John Maxwell (Thomas Nelson, 2006). I love this book because it helps you become a better person. It teaches servant leadership—a philosophy in which leaders serve their employees rather than the other way around—which is how I like to work.

**What do you enjoy in your spare time?**

I don't know where to begin. I enjoy sewing, crocheting and knitting. I loved making personalized pillows for nine of my 10 grandchildren. (I made a blanket for the 10th.) I also like camping, fishing, hiking, gardening, baking—and life in general!



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