

Stephanie Van Lue, CPC

Consultant & Coach, Culture Spark, LLC.

Stephanie Van Lue is a consultant passionate about creating companies who are an employer of choice, aligning people to businesses, and bringing all of this together to drive business success.

Stephanie joined Culture*Spark just a few months after it launched. In a career spanning three decades, Stephanie has held HR roles with companies in a variety of industries. She has worked with corporate aviation, check printing, accounting firms, restaurants, oil and gas, and technology and recruiting firms. Stephanie has advised established organizations as well as some going through growth modes and some focused on downsizing. She has extensive hands-on experience leading HR initiatives that include policy development and design, performance management, recruiting, workflow development, compensation planning and development, training and development, and benefits design, planning, and administration.



“Working with business leaders, helping them shape their company and drive growth forward, is very exciting for me. Working in a with a variety of industries allows me to bring a unique viewpoint to situations and better understanding of how difficult decisions can both positively and negatively affect an organization. It’s never a “one size fits all” solution, and having a varied background enables me to work with executives on unique solutions that fit their business.”

Stephanie is a Certified Professional Coach. Her ideal coaching clients are Human Resource Managers, new to management and “homegrown” managers, and executives. She enjoys helping someone in a new role realize the value they bring to that role, and enjoys the excitement they feel as they realize they were put in that role for a reason. While each employee experiences initial challenges when they move into a new leadership role, working with them, and helping them find their ownership of that role is truly enjoyable.

"I am excited to begin this new journey and look forward to helping business leaders navigate difficult situations in a way that preserves culture and accelerates success."

Stephanie has a Bachelor’s in Business Administration, with an emphasis in Human Resources and Production Management from Louisiana Tech University. Stephanie is also certified as a green belt in General Electric’s Six Sigma program. She is an accomplished speaker and trainer on the topics of Workplace Culture, Employment Law, Effective Management and Leadership, and Managing Generations in Today’s Workplace.

Stephanie and her husband, 3 children (2 boys and 1 girl), and dog live in the Tomball area, where she enjoys managing several beehives. On weekends, Stephanie can usually be found sitting in the bleachers at a high school in the Houston area, watching her sons perform as members of the Tomball Cougar Pride Band and Tomball Winter Percussion Ensemble, or watching her daughter dance, tumble, and perform on a stage somewhere. Stephanie is a voracious reader and an ardent traveler with a love for the outdoors.