



CHIEF HUMAN  
RESOURCES OFFICER  
ACADEMY

XVIII

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## **Elizabeth Andora**

Liz was appointed to the Maxar Leadership team and the SVP and Chief Human Resources Officer in November 2019 after serving as the VP, HR for DigitalGlobe since September 2018. As the CHRO Liz is responsible for developing and driving organizational and people strategies aligned with the strategic and tactical initiatives of the company. Liz brings over 20 years of experience and has a strong background in leading human resources operations for startup to mid-size to large technology companies through critical stages of strategic growth. More recently Liz held the position of VP, People and Places for Rally Software. She played a key role in preparing for the IPO by developing and establishing the people programs that effectively led to a successful IPO. Prior to Rally, Liz held various HR leadership positions with Sun Microsystems and Hewlett-Packard.

Liz graduated from the University of Colorado in Boulder with a BA in Political Science, and an MBA in Marketing and Management.



**Deena Baker-Nel**  
**Vice President and Chief Human Resources Officer**  
Avery Dennison Corporation



Deena Baker-Nel is the vice president and chief human resources officer of Avery Dennison Corporation. In this capacity, she oversees the development and execution of a global human resources strategy, in support of the company's overall strategic direction. The Corporate Social Responsibility and Communications functions also report to Deena.

Ms. Baker-Nel has more than 25 years of global human resources experience, 15 of which have been in Avery Dennison. During that time, she has served in leadership roles of increasing responsibility at the Corporate office as well as in two of the company's largest businesses, most recently serving as vice president, global human resources, Label and Graphic Materials, based in The Netherlands.

Ms. Baker-Nel earned her bachelor's degree in psychology from Ohio University in Athens, Ohio and master's degree in counseling from West Virginia University in Morgantown, West Virginia.



**Suzanne Barth**  
**EVP and Chief People Officer**  
**617-584-4426**  
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Suzanne is a seasoned human resources leader with strategic, operational and board skills. She's a trusted business advisor and internal consultant to C-suite officers, leadership teams and board of directors. She is experienced in organizational design and resource deployment to support business strategy, managing a millennial workforce, executive compensation, succession planning, diversity, inclusion and belonging efforts, and employee relations and engagement.

Suzanne is currently the Executive Vice President and Chief People Officer at Syniti ([syniti.com](http://syniti.com)). Syniti has been solving the world's most complex data challenges for over 20 years across more than 35,000 projects in 25 different countries. Syniti data professionals deliver trusted data through a wide range of service offerings so that its economic value to the business is maximized.

Suzanne works closely with the Syniti CEO and executive leadership team on all aspects of the company's talent management transformation and growth strategy across its global operations in the Americas, EMEA and APJ. Sharing in Syniti's belief that people are a business' greatest asset, Suzanne is responsible for providing human resources leadership for the company across employee policies and practices, cross-functional programs, and executive-lead initiatives. With an aggressive growth agenda, she also leads the HR due diligence and integration of mergers and acquisitions.

Prior to joining Syniti, Suzanne was Executive Vice President and Chief Human Resources Officer at GTY Technology ([gtytechnology.com](http://gtytechnology.com)). GTY brings leading government technology companies together to offer a comprehensive suite of cloud-based solutions designed to fuel the digital transformation of the public sector. She developed and executed a talent strategy to support the GTY business plan, compensation structure, and talent acquisition across all business units.

Previously, Suzanne was the Principal Director of Human Resources at Draper ([draper.com](http://draper.com)) a not-for-profit innovation company in the research and development sector. She was responsible for all aspects of the HR strategy, execution and budget for a diverse workforce, leading a team of HR professionals.

For over 20 years, Suzanne held various senior HR leadership positions at Accenture ([accenture.com](http://accenture.com)), a Fortune 500 professional services company, providing a broad range of HR strategy, solutions and operational excellence for the company's global workforce.

Suzanne received her B.S. in Economics and an MBA in Finance and Marketing from the University of Connecticut. She is a Board Director at the Natick Community Organic Farm where she is chair of the Farm/Town Partnership Committee. Previously, she served on the Diversity and Inclusion Advisory Board for the Girl Scouts of Eastern Massachusetts. She is certified as a Professional Director through the American College of Corporate Directors.



Heidi Ciha, an HR Executive with 26 years of HR experience is currently Chief People Officer at Delta Defense in West Bend, WI. In this role, she is responsible for the overall alignment of the organization's people and business objectives and deploying the appropriate talent programs, policies, practices, communications and training to achieve these results.

Reporting to Chief Executive Officer and Founder, Tim Schmidt, Ms. Ciha serves as a consultant to Delta Defense's leadership team and has responsibility for their most valuable assets—their people and culture. She is partnering with the executive team to implement people programs that reinforce the company's core values, support employee and organization performance and drive professional growth.

Heidi Ciha joined Delta Defense in April of 2019 as VP of People from John Deere where over 20+ years, she held a variety of HR roles in HR Operations, Talent Acquisition and Talent Development. She was invited to the executive team as Chief People Officer in April of 2021.

Heidi holds a Masters in Business Administration from the University of Iowa, and a Bachelors in Business Administration with majors in Human Resources and Management Information systems from the University of Wisconsin - Oshkosh.



## **LYNNETTE CROWDER**

*Senior Vice President and Chief Human Resources Officer*

Lynnette provides progressive HR support and internal consulting to the CEO and Senior Leadership team, ensuring alignment between functions, business units, and corporate practices, as well as driving organizational design, development, and effectiveness work across global teams.

She provides thought leadership in guiding, developing, and implementing strategic and tactical HR initiatives focused on achieving business objectives, supporting cost-effective operations, talent processes, total rewards alignment, and metrics.

Before joining U.S. Silica, Lynnette was at WestRock Company, a global provider of paper and packaging, where she led HR for a global division with more than 5,000 employees. Before that at WestRock, she established and led an enterprise sales team that developed solutions across their platform, unlocking value for customers in sustainability, operational efficiency, and increased brand engagement. A mechanical engineer by background, she spent many years managing operations for General Motors before leading sales.

Lynnette holds a BS in Mechanical Engineering from Virginia Tech, Suma Cum Laude, and an MBA from Darden.





## **Martha Delehanty**

Chief People Officer

With people at the heart of our growth, innovation and opportunity, we need to, “get ‘em, build ‘em and keep ‘em” for the future. Chief People Officer Martha Delehanty joined Commvault to do just that.

Martha uses her decades of human resources experience at Verizon Operations and Verizon Wireless to guide and coach our team members to build fantastic, life-changing careers. All while helping ensure that Commvault is a naturally relevant contributor to our customers’ value chain.

Martha earned her bachelor’s in psychology from Mount Holyoke College and master’s in business from the University of Texas. When she’s not working, she’s working out; advocating for young women in science, technology, engineering and mathematics (STEM); and serving on the board of trustees for [180 Turning Lives Around](#), a non-profit organization dedicated to eliminating domestic violence.



## **Mary Dickerson**

### **Executive Vice President, Chief People Officer**

As executive vice president, chief people officer, Mary Dickerson is responsible for all aspects of human resources at Radian, including Workforce Strategy, Employee Benefits, Compensation, Employee Relations, Executive Development, Human Resource Operations, Inclusion and Diversity, Talent Acquisition and Talent Organizational Development.

Mary has more than two decades of experience leading human resources at organizations including DLL Group, XL Catlin, Accolade and the Hartford Financial Services Group. Before joining Radian, she served as Executive Vice President, Human Resources at DLL Group, a subsidiary of Rabobank Group, where she led a team of 150 human resource professionals globally for its 6,000 employees in 32 countries. In that role, she was responsible for overseeing the company's global human resources function and worked to build the organization's diverse culture, globally connected workforce and best-in-class learning and development program. Mary was recognized as the 2020 CHRO of the Year by the Delaware Valley HR Person of the Year Award.

Earlier in her career, Mary also held human resources roles for AIG, VisionQuest, Allied Irish Banks and Fitzpatrick Hotel Group. She earned a Bachelor of Arts in Economics with a minor in Sociology from National University of Ireland, and holds an MBA in Management from Saint Joseph's University and a JD from Widener University School of Law. A licensed attorney admitted to the Pennsylvania Bar, she is a member of The American Bar Association, Association of Corporate Counsel, and The Society of Human Resource Managers. Mary is also a volunteer child advocate attorney for the Pennsylvania-based Montgomery Child Advocacy Project.

## VANESSA DUPUIS



**Vanessa Dupuis**  
**Senior Vice President and**  
**Chief Human Resources Officer**

Vanessa Dupuis was named Senior Vice President and Chief Human Resources Officer for Celanese Corporation in February of 2021.

Vanessa joined Celanese in 2017 as the Head of Global Talent Management. In this role, she was responsible for supporting business growth by implementing strategies to attract, develop, engage and retain talent around the globe. In 2019, Vanessa assumed additional responsibilities as the Head of Human Resources for Celanese Corporate Functions, Procurement and Customer Experience. In this expanded role, Vanessa served as a strategic human resources partner to the CFO, General Counsel, Head of Procurement and Head of Customer Experience in defining and implementing workforce strategies that ensure long-term success for the Company. In 2020, Vanessa was named vice president of Global Total Rewards and HR Operations.

Over her 20-year career, Vanessa has served in a variety of human resources leadership roles across several industries such as Energy, Financial Services, Technology and Healthcare. Prior to joining Celanese, Vanessa served as Head of Executive Development & Leadership Assessments for Duke Energy; as Human Resources Executive for Bank of America; and as a Learning & Development Partner for Dell Inc.

Vanessa earned a Bachelor of Arts degree in Communications from Marist College, and a Master of Arts degree in Social & Organizational Psychology from Columbia University.

# Judy Fimiani

## Chief Human Resources Officer



Judy Fimiani is Chief Human Resources Officer (CHRO) at Learning Care Group, a role she has held since July 2018.

As CHRO, Fimiani oversees an HR organization that provides stewardship of the company culture and engages a workforce of more than 20,000 employees. She is responsible for guiding LCG's talent management philosophy, as well as articulating the company's strategy for acquiring, developing, rewarding and retaining the best talent.

Fimiani's career encompasses more than 25 years of leadership experience in talent acquisition, strategic workforce planning, benefits and compensation, HR operations, and leadership development. Fimiani joined Learning Care Group as Vice President of Talent Acquisition in July 2017. Previously, she served as Vice President, Talent (North America) for Luxottica, the global leader in vision care and eyewear with retail locations including LensCrafters, Target Optical, Sunglass Hut and more. During her 10 years with Luxottica, she took on increasing levels of responsibility to ultimately oversee the talent function for 7 brands, 4,800 locations, and more than 35,000 employees. Prior to that, she held a variety of HR leadership positions at Omnicare and NCS HealthCare.

Fimiani has earned a bachelor's degree in Business Administration; ongoing executive development has included the NACDS Executive Management Program at the Kellogg School of Management, Northwestern University and the Leading Change Executive Program at Princeton University. Her voluntary leadership experience includes service on the Boards of Lindner College of Business and the Cincinnati Youth Collaborative, the Mason City Schools Business Advisory Board, and the American Heart Association – Circle of Red. She has also served on three international vision clinics for the OneSight Foundation.



Melissa Flores

## Senior Vice President and Chief Human Resources Officer

Melissa was named Senior Vice President and Chief Human Resources Officer (CHRO) in February 2021 and leads the global human resources function for more than 7,000 IDEX employees worldwide.

In more than a decade with the company, Melissa has been instrumental at shaping the culture of IDEX and forming the company's approach to talent and teams. She helped IDEX evolve the Human Resources function within its decentralized structure, which supports and empowers business unit leadership teams to manage their local operations to best serve their people and customers.

She helped develop the IDEX Values of Trust, Team and Excellence, and was a driving force behind the introduction of simple and impactful global talent processes aimed at elevating the performance of our organization. She also spearheaded the IDEX Academy for professional and team development, embedding learning as a key component of our culture.

Before joining the company's senior leadership team, Melissa held a variety of HR leadership roles across IDEX, including leading several enterprise-wide processes and initiatives, most recently as Vice President of Global Talent. She previously served as a Group VP of HR for the dosing & water businesses (iPEK, ADS, Knight, Trebor, OBL, Pulsafeeder EPO and SPO), Global Dispensing, our valve businesses (Richter, Aegis and Alfa Valvole), and Micropump. Prior to IDEX, she worked in talent acquisition as a Senior Recruiter, Team Leader and Client Relationship Manager.

Melissa holds a bachelor's degree in Business Administration, with a concentration in Human Resources, from University of Wisconsin – Parkside. She is an avid animal lover who lives in suburban Chicago with her husband and their three rescue dogs.



## **Kathleen Grandy**

Kathleen Grandy is Vice-President, Global Human Resources for Kinross Gold Corporation, based in Toronto, Canada. She has overall accountability for Kinross' people strategy and the human resources function, ensuring alignment to the business strategy, and effective support for the global operations. Prior to this role, Kathleen held a number of increasingly senior roles in the Kinross Legal department, including Vice President, Legal, Vice President, Compliance and Corporate Secretary.

Kathleen began her career practicing corporate and securities law for Davies, Ward, Phillips & Vineberg, prior to joining Kinross in 2008.

Kathleen holds a B.Sc. in psychology and a juris doctor, both obtained from the University of Toronto, and is a member of the Law Society of Upper Canada.



CHIEF PEOPLE OFFICER

## Claire Groen

Joined Amway in 2007

Claire Groen is Amway's Chief People Officer and is responsible for the company's 15,000 employees worldwide. Groen is responsible for Amway's global human resources and utilizing talent management and global programs to support and deliver Amway's business strategies. She also leads Amway's Transformation Office, focused on executing Amway's long-term strategy to ensure Amway Business Owners (ABOs) are enabled to succeed with customers. Groen is a member of Amway's Global Leadership Team, the company's top advisory team to the Office of the CEO.

Most recently, Groen led a global effort to position Amway for growth, agility, and competitiveness as the pace of change and innovation continues to accelerate across the globe. Prior to this role, Groen held a variety of leadership roles in the Legal and HR divisions.

Before joining Amway, Groen was a partner at Foster, Swift, Collins and Smith in Michigan where she specialized in labor and employment law.

Groen earned a Bachelor of Arts in English Literature and Philosophy from Calvin College and her Juris Doctor from Indiana University – Bloomington College of Law.



**Monique Honaman** is the Chief Human Resources Officer at International Market Centers (IMCenters.com) which facilitates wholesale buying across all distribution channels in the gift, furniture, home décor, rug and apparel markets as the world's largest operator of premier physical and digital showroom space. Monique also serves as the Executive Sponsor for the IMC Diversity and Inclusion Network. Prior to joining IMC in January 2021, Monique was the Founding Partner and CEO of ISHR Group. Founded in 1999, ISHR Group provided executive assessment, development and coaching services globally.

Past experience includes HR positions with General Electric and General Motors. Monique holds a JD from Albany Law School, an MLIR from Michigan State, and a BA from the University of Michigan. She is a graduate of Leadership Georgia (2018) and Leadership Atlanta (2016). Active in the community and passionate about her philanthropic work, Monique presently serves on the Board of Directors for the Girl Scouts of Greater Atlanta.

Monique lives in Atlanta with her husband and their three rescue dogs. In her spare time, Monique enjoys photography, hiking, SCBUA diving, and traveling.



# Lucy Hur

Chief People Officer

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As Slalom's Chief People Officer, Lucy is responsible for leading Slalom's people strategy to nurture a culture where our people love their work and life and scale the operating foundation to support Slalom's growth aspirations. An HR leader with almost 30 years of experience in global business, consulting, and HR leadership at several fast-paced and high-growth technology organizations, Lucy joins Slalom from Microsoft, having spent 13 years at Microsoft leading Human Resources for various global businesses/divisions: consumer channels, advertising and online, marketing, and the worldwide commercial business. Prior to Microsoft, Lucy held HR leadership roles with Starbucks and Nokia, was a management consultant at PwC, and started her career at Procter & Gamble. She earned a BBA in Marketing from the University of Texas at Austin.





**Steve Kelly** is the Chief Human Resources Officer for Resideo. Built on a long heritage, Resideo provides home comfort and security solutions while distributing security and audio-visual products. Resideo works every day to make homes safe, secure, comfortable and energy efficient. Resideo develops bold solutions to challenging problems, and do so with customers, communities and planet in mind. Resideo is a global leader in this space and is found in more than 150 million homes and 100 countries around the world. Prior to this role, he was the Vice President, Human Resources, Communications for Honeywell Aerospace. Here, he oversaw all Human Resources activity for this \$15B strategic business group with approximately 55,000 employees and contractors globally. Steve's preceding role at Honeywell, he was the Vice President, Corporate Human Resources, Organizational Development & Learning where he had responsibility for all Human Resources activity for the Executive functional leaders as well as all worldwide organizational development and learning activities/programs. He was also responsible for all global Engineering Shared Services HR activity, HR global initiatives, HR functional transformation as well as all global diversity efforts. Since joining Honeywell in 2008, Steve has also held HR leadership positions within the Aerospace business including VP of HR for the Commercial businesses, VP of HR for Defense & Space, and the VP of HR for Engineering & Marketing.

## **Aimee Kennedy, PhD**

### **Senior Vice President of Human Resources– Bio**



Aimee Kennedy is responsible for the development of HR strategy, talent acquisition, compensation and benefits, employee and leadership development, succession management, organizational effectiveness and diversity and inclusion.

Prior to this role, Aimee served as the Senior Vice President for Education and Philanthropy at Battelle. Before joining Battelle in 2013, Aimee was the Chief Administrative Officer for Metro Early College. She first joined the school in 2007 as a classroom teacher.

Aimee holds a bachelor's degree from Malone College in Communications, a master's degree in Education from the University of Akron, and a Ph.D. in Education Policy and Leadership from The Ohio State University. Aimee serves on the boards of Battelle for Kids, KIPP:Columbus, COSI (Columbus's Center of Science and Industry) and Oak Ridge Associated Universities (ORAU).





**Simon King** is a senior HR executive in the Biopharmaceutical Industry, where he is the Chief People Officer for Daiichi Sankyo Inc. He studied Genetics at the University of Edinburgh and started his career in the R&D function of ICI Pharmaceuticals, initially as a systems analyst. It was during this time that he developed his passion for developing people and organizations and made the transition to Human Resources. Simon worked for AstraZeneca for 26 years in increasingly senior HR roles. He spent the first 12 years of his career in the UK and then moved to the US in 1998, where he has been ever since. In April 2013, Simon moved to Bristol-Myers Squibb, as the Global R&D HR VP and then became the Global Head of Talent and Workforce Innovation where he was accountable for attracting and developing talent and developing the BMS organization and culture.

Simon has two passions professionally. The first is to help bring new medicines to patients and the second is to build talent. He has received two CEO awards for his contributions.

Simon is a past Chair of the HR People + Strategy Board, SHRM's HR executive network dedicated to furthering the HR profession and a member of the Cornell Center for Advanced Human Studies.

Simon is married to Fiona and has two children, Molly and Sam. He enjoys sport and holds a second degree black belt in Kenpo Karate, runs half marathons, skis and kayaks whitewater.



## **Jeffrey H. Knapp**

Jeffrey H. Knapp serves as Executive Vice President and Chief Human Resources Officer (CHRO) for Clean Harbors, North America's leading provider of environmental, energy and industrial services. In this role, Jeff has comprehensive responsibility for the people strategy for the Company's almost 20,000 employees.

Jeff joined Clean Harbors in 2018, following a diverse HR career spanning a broad range of public, private, and PE-backed companies. He has worked in a variety of industries including retail, renewable energy, financial services, technology, consulting and healthcare. Prior to joining Clean Harbors, he was Vice President of HR, North America, for Dollar Financial Group (DFG). Prior to DFG, Jeff held senior HR leadership roles at Harvest Power, Take Care Health Systems (a division of Walgreens), and ARAMARK. In addition, he had stints as a Principal Consultant for Future Step (a division of Korn Ferry), and also for Studer Group, a healthcare consulting firm.

He earned a Bachelor of Arts (B.A.) from Mount Vernon Nazarene University, and a Master of Divinity (M.Div.) from Nazarene Theological Seminary. Jeff also holds the SPHR designation from the Society for Human Resources Management.



## **Fran Lawler, Chief Human Resources Officer**

Fran joined athenahealth as our Chief Human Resources Officer in July 2019. Prior to joining, Fran held a series of HR leadership roles of increasing size and scope, with firms such as Corning, Apex Tool, and Stanley Black & Decker, eventually becoming the Chief Human Resources Officer for Medifast, Inc.

Fran's interest in healthcare delivery developed early, having served as an officer in the US Army's Medical Service Corps for six years. During that time, she worked in military medical centers managing patient admissions, medical records and billing. Fran received her B.S in Systems Engineering from the US Military Academy at West Point, and her M.B.A from Harvard Business School.



## **Rebeckah Long**

### **Senior Vice President, Global Human Resources**

Rebeckah Long is the Senior Vice President, Global Human Resources at Spectrum Brands, a leading consumer packaged goods company providing trusted brands and products to homeowners around the world. Spectrum Brands did \$3.9B in sales last year and has 12,000 global employees.

In her role, she leads a global HR function whose mission is to drive business performance by enabling a high-performance culture through robust talent management programs, technology enablement and change leadership. Over the past 18 months, she has led a global transformation at the company to create one global HR function with common and harmonized programs, processes and structure resulting in increased efficiencies and cost savings as well as a unified culture and path for people growth and development.

Ms. Long previously served as Vice President of Global Human Resources and as a human resources business partner for several business divisions within Spectrum Brands since March 2008, with a focus on talent strategy and organizational effectiveness. Prior to joining Spectrum Brands, she was the Regional Human Resources Manager for United Rentals, Inc. and was responsible for the integration of more than 25 businesses into the United Rentals portfolio.

Rebeckah holds a Bachelor of Science degree in Economics from Illinois State University.



**JAMES MALONEY**

James is a versatile global HR business leader who successfully leads HR programs and builds HR departments to fully support business operations. He is known for driving transformational initiatives and aligning HR priorities to business objectives. In addition to leading Human Resources at the International Monetary Fund, he donates his time to help people who need food in his community. James holds a BS in Marketing from Bentley University.





**Lisa J. Massa**  
**Senior Vice President, Head of Human Resources U.S.**

Lisa Massa is Senior Vice President, Head of Human Resources U.S. for Bayer. Lisa has responsibility for developing and executing human resources strategy in support of the overall business plan and strategic direction for the Bayer U.S. business across all three divisions and enabling functions.

Prior to her current role, Lisa worked at Monsanto for 12 years where she partnered closely with business leaders around the world to ensure the organization had a diverse, skilled workforce in place to serve customers to increase productivity and overall sustainability.

In addition to life sciences, Lisa has held progressive leadership positions in aerospace, automotive and building systems industries and has worked in the not-for-profit world.

Lisa graduated from Illinois Wesleyan University with a degree in psychology and has a Master's degree in human resource management and labor relations from the University of Illinois Urbana-Champaign.

Lisa is an active leader in the St. Louis community where she currently serves on the Board of Directors for Youth in Need.



**Parker C. McKenna, SHRM-SCP, SPHR, MHCS**

Senior Vice President, Human Resources  
Mosaic, Inc.  
Omaha, NE

Parker McKenna leads human capital and culture strategies for Mosaic Inc., one of the nation's largest whole-person healthcare organizations specializing in serving individuals with a variety of long-term service and support needs. In this role, McKenna focuses specifically on strategy development, stakeholder engagement, and creating the best possible experience for Mosaic's workforce across the U.S.

Prior to joining Mosaic in 2019, McKenna served in a variety of HR leadership and executive roles in the retail, education, and transportation industries. In addition to his "day job", McKenna has served in multiple roles on the boards of SHRM affiliate chapters and state councils including HR Nebraska (a SHRM affiliate state council) where he currently serves as State Director. In his spare time, McKenna enjoys spending time outdoors with family and friends. He lives in Omaha, NE., with his wife, three children and two dogs.



**Ashley McManus** is a dynamic HR practitioner with nearly fifteen years' experience working predominantly in the healthcare sector in recruiting, managing, and facilitating leadership development programs. She has proven success in creating cultures of collaboration, and implementing change to achieve workforce excellence. Ashley possesses experience in several aspects of human resources including: employee training, and incentives, with proven success in country-wide recruitment.

At Neuromonitoring Associates, McManus serves as the HR Director, which includes: planning, developing, and directing the administration of all HR functions; facilitating compensation analyses for multi states' local conditions; oversee training and development programs; and implementing the performance appraisal process. Effectively balancing big picture thinking and strategic planning with hands-on execution has allowed McManus to combine decisiveness, strong business acumen and education to achieve objectives both professionally and personally.



## Chief People Officer **JENNIFER PALMIERI**



As Chief People Officer, Jennifer has a dedicated focus on Westfield’s most important asset – *the Westfield Team*. Jennifer advocates for employees and the company, ensuring employees are supported and empowered to make a positive difference in the lives of customers.

With more than 20 years of extensive human resources leadership experience, Jennifer joined Westfield in 2020 to lead all aspects of Westfield’s talent management strategy, people related practices and the HR team. She serves as a critical leader on the Enterprise Leadership Team, driving a tight integration between our business strategies and talent management capabilities, with a strong focus on building diversity across our workforce and ensuring an inclusive culture. Jennifer and her team focuses helping Westfield attract, develop, inspire and reward the talented people across Westfield.

Previously, Jennifer spent nearly 18 years at Cigna, a global health services company with \$140 B in revenue and 74K employees operating in over 30 countries. While at Cigna, Jennifer served as the Vice President of HR with the global technology team. Early in her career at a boutique HR consulting firm, Jennifer delivered talent solutions across a variety of companies with a focus on the technology sector.

Her career experiences include:

- Building diverse high performing, highly engaged teams to support business objectives
- Developing comprehensive culture and talent strategies that create competitive differentiation
- Leading large-scale digital change management initiatives domestically and internationally
- Crafting strategic alliances and partnerships to meet in-demand skills and capabilities
- Integrating all aspects of human resources in complex acquisitions with benchmarked retention rates

Jennifer received a B.S. in Business Administration from Drexel University and a M.S. in Human Resource Development from Villanova University. She participated in executive HR strategy and organizational dynamics education at Cornell University and Insead University in Fontainebleau, France. She is also a Society of Human Resources (SHRM) Senior Certified Professional.

Jennifer is very active in the community. She has held board seats with the March of Dimes, she’s been an executive sponsor and advisor for Alex’s Lemonade Stand and Women in Technology. Jennifer enjoys traveling, horseback riding, reading, and spending time with her family.



## Chelsea Pyrzenski

Chief Human Resources Officer

As HireRight's Chief Human Resources Officer, Chelsea is responsible for determining and executing the organization's HR strategy. As HireRight continues its accelerated growth, Chelsea will focus on attracting, engaging, developing, and retaining top talent for both current and future business needs.

Prior to joining HireRight, Chelsea served as Head of Human Resources for VIZIO, leading strategic initiatives that drove effective company-wide communications, optimized operational productivity, and elevated VIZIO's employer brand to attract the most highly-qualified talent. Most notably, she led core efforts in conceptualizing, designing, and launching world-class, diversified learning and development platforms. These initiatives were instrumental in building and evolving a culture that delivered high performance and focused on continuous improvement.

Chelsea previously held HR leadership roles at the National Football League (NFL), AT&T, and DIRECTV. She has experience coaching and supporting leaders through organizational design and change management, and is an expert at finding strategic solutions to continuously raise the bar for an overall talent and teamwork agenda.

Chelsea was a PhD candidate and holds a Master of Science in Organizational Psychology and Development from Walden University. She received her Bachelor of Arts in Psychology from the University of Hawaii at Hilo, and received an Innovation & Entrepreneurship Certification from Stanford University in May, 2018



## **Sudarshana Rangachary**

With more than 21 years of experience in Human Resources leadership, Sudarshana Rangachary has developed and led talent management strategies for various of publicly traded, multinational organizations. Her global experience working in China, Singapore, Hong Kong, and the United States has offered her the opportunity to integrate into an array of cultures and expand her knowledge of managing employees from diverse backgrounds.

As the SVP of Human Resources and CHRO for Essex Property Trust, a fully integrated REIT that acquires, develops, redevelops, and manages multifamily apartment communities in coastal California and the Pacific Northwest, Sudarshana has implemented a multi-phased approach to the company's diversity, equity and inclusion training initiatives. From unconscious bias training to monthly affinity groups and listening sessions, she has led the charge in bringing diversity, equity and inclusion to the forefront of the conversation among Essex employees.

Before joining the team at Essex, Sudarshana led people strategies for global sourcing, supply chain and logistics organizations as the vice president of Human Resources for Gap Inc. Prior to that, she held executive roles for nearly 12 years at Avery Dennison and Honeywell.

Sudarshana holds Bachelor of Science and Master of Economics degrees from Stella Maris College. She received her Master of Science in Human Resources, Labor Relations and Economics from Michigan State University. She currently lives in the San Francisco Bay Area with her husband and daughter



## **Gavin Rennick**

### **Vice President – Human Resources Schlumberger Limited**

Gavin Rennick is Vice President of Human Resources, a position he assumed in February 2019. Prior to this, he served as President of Software Integrated Solutions.

During his career, Gavin has held various corporate and operations management roles, including Integration Manager for the Cameron International merger; Vice President Drilling Products; GeoMarket Manager for Australia, New Zealand, and Papua New Guinea; and Human Resources Manager for Drilling & Measurements.

In addition, Gavin held several technical and management positions in operations, Human Resources, and technology development in Malaysia, the United States, France, Norway, and Australia. He joined Schlumberger in 1998 as a field engineer in Saudi Arabia.

Gavin holds bachelor's degrees in electrical engineering and business administration, both from the University of Western Australia.



## Charmaine Riggins

**LOPAREX**

*Chief Talent and Culture Officer:*

*Loparex*

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Charmaine Riggins is a high performing, experienced global executive with vast cross-functional, cross-industry and leadership experience at Loparex, a \$700M private global diversified technology and manufacturing company.

Charmaine will lead the Loparex organization through their growth transformation by developing and acquiring talent while enhancing the company's culture. As the Integration Leader for PH's 2<sup>nd</sup> largest acquisition in history, Charmaine managed 24 complex work streams and guided the integration of 3,000+ team members. Previous roles involved executive business management, technology, finance, sales, operations, customer engagement, business development, strategy, marketing, human resources and compliance.

A metrics-driven, people-focused servant leader, Charmaine is an engaging and trustworthy executive experienced in fostering a strong corporate culture, launching and leading sustainable D & I efforts and creating an inclusive work place. A skilled, clear communicator often tapped to deliver news of all types, she believes in the power of storytelling, framing the 'why' in the search for consensus and leading and encouraging courageous conversations across organizations.

Passionate about children, education and addressing the ever-widening opportunity gap, Charmaine is an active mentor in and out of her company and a committed volunteer in her community.





**Kristie Rodenbush**  
**Algolia, Chief People Officer**

As Chief People Officer of Algolia, a leading enterprise search & discovery SaaS company, Kristie leads People & Places globally. Her focus includes HR, recruiting, real estate & workplace, corporate social responsibility and internal communications. She has 20 years experience in HR, with public & private tech companies in Silicon Valley as well as in HR strategy consulting. She's helped companies, including Alphabet, Imperva, HP and Yahoo!, leverage people & culture to both grow and transform their business. Her B.A. is in Psychology from University of California, San Diego.



**Michelle Smith** assumed her current role in February 2021, where she is responsible for successful integration and onboarding practices of newly acquired businesses. The role also supports the portfolio's People & Culture vision and strategy with appropriate practices, policies and programming that are responsive to the changing dynamic of the workforce, supportive of the diverse needs of the businesses and ensure consistent commitment to the mission, vision and values of the Larry H. Miller Group of Companies.

Prior to her role with Miller Management Corporation, Michelle cultivated more than 20 years of experience in the sports and entertainment industry gaining business strategy expertise in marketing, sales, and human resources. Most recently, Michelle served as Chief People Officer for the National Basketball Association's Utah Jazz franchise.



## **Ola Snow**

Chief Human Resources Officer

*Ola Snow is chief human resources officer at Cardinal Health with oversight for the company's Human Resources, Environmental Health and Safety, Security, Real Estate, Facilities and Aviation organizations.*

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Essential to growth and success at Cardinal Health are the talented employees who strive to keep the patient at the forefront of every business decision. Snow and her team are charged with ensuring Cardinal Health continues to be a company where talented and passionate people are eager to join, ready to contribute, and seeking to build their careers and thrive.

Prior to her current role, Snow was the chief diversity officer at Cardinal Health where she led Talent Management, Total Rewards, Talent Acquisition, Diversity and Inclusion, and the Corporate HR Business Partners. Her team defined needs within the business and implemented solutions to drive results, talent strategy and culture for employees across the globe.

Previously, she served as the senior vice president of Human Resources for the Medical segment at Cardinal Health. Snow has led more than 25 merger and acquisition opportunities within the HR function, including the acquisition of Cordis. Prior to joining Cardinal Health in 2001, Snow served as regional director at TeleSpectrum Worldwide Inc., where she led the HR function for the East region.

Snow has a passion for diversity, equity and inclusion and acts as a co-executive sponsor for the DE&I Council and an advisor for the African American and Black Racial Equity Cabinet, two internal groups charged with challenging the status quo and ultimately helping to advance diversity, equity, and inclusion. She also serves as a board member of the Cardinal Health Foundation and Baxter Credit Union.

In the community, Snow is actively engaged in numerous boards, commissions and councils including Flying Horse Farms, the Columbus Women's Commission, and The Ohio State University's Fisher Leadership Initiative Council of Corporate Advisors. She is an active member of the American Heart Association's Go Red for Women Circle of Red, is serving on the Go Red for Women National Council, and is the co-chair for the 2022 Go Red for Women Luncheon in Central Ohio.



## Kim Sullivan, Global Chief People Officer



### Culture Strategist | HR Thought Leader

It isn't every human resource executive who can transform an HR organization to help lead through a high-level of activity and engagement while integrating augmented strategies to help position a company for further growth. But this is Kim Sullivan's signature offering as the Chief People Officer for Concentrix. Her extensive career has included a special mix of strong business acumen and the desire to develop people, while identifying the business drivers and

complex issues of every organization she's worked with. Previously, Kim served as the Vice President and Chief People Officer at Kaiser Permanente Washington where she modernized the HR function through a more efficient HR operating model, redesigning and repositioning teams. She has also held executive leadership positions with The University of Texas System, Walgreens, and Marathon Petroleum.

Kim is a thought leader on cultural transformation, strategic workforce integration and business planning, and human capital initiatives. She holds a master's degree in human resource development from the University of Houston and a bachelor's degree in speech communications and organizational psychology from Texas Southern University.

### Areas of Expertise:

- ESG Strategy and Reporting
- Organizational Culture
- Diversity, Equity, and Inclusion
- Business and HR Transformation
- Authentic Leadership and Mentoring
- Developing high performing HR Teams

### Board Affiliations:

University of Houston College of Technology Advisory Board

### Awards:

Top 10 HR Professionals Award, 2020 – OnConferences  
#1 ranking, Best HR Teams, 2021 – Comparably

### ARTICLE AND PODCAST LINKS:

[Humanly Possible: Future of Work Conversation](#)

[Evanta: All Aboard, New Approaches to Hiring and Developing in a Remote World](#)

[Work Human: Making Culture Everything at Concentrix](#)

[My Sixth Month Sprint](#)

[Diversity Work is Hard, But Necessary](#)



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<https://www.linkedin.com/in/q-kim-sullivan-she-her-hers-8a78a51/>



## Katie Vanderjagt

Vice President and  
Chief Human Resources Officer

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Katie Vanderjagt has served as Vice President and Chief Human Resources Officer for La-Z-Boy Incorporated since 2018. In this role, she is responsible for strategic human resource planning, employee engagement & experience, diversity, inclusion & belonging, leadership development & succession planning, and compensation and benefits.

Vanderjagt joined La-Z-Boy in 2015 as Director of Talent Management and was promoted to Director of Corporate Human Resources and Talent two years later. In this role, she led the talent management priorities for the enterprise along with serving as the corporate HR business partner. Vanderjagt was responsible for leading programs and processes across the areas of talent review and succession planning, employee engagement, performance management and leadership development.

Prior to joining La-Z-Boy, Vanderjagt served as Director, Human Resources and Global Talent at BorgWarner, a global automotive supplier. There, she was responsible for the Global Program Management Development initiative, as well as designing, delivering and monitoring key talent programs.

Earlier, Vanderjagt spent seven years at Owens-Illinois in various human resources positions of increasing responsibility before becoming Director, Global Talent Management and HR Strategy. In this role she supported the development of the global HR Strategy, led the High Potential Development program and implemented a Women's Development Initiative to accelerate key successors and provide an additional support network to female leaders in the organization.

Vanderjagt began her career at Target Corporation as a Human Resources Manager.

She earned an Executive MBA from the Ross School of Business at the University of Michigan and a Bachelor of Arts with honors in Business Management from Eastern Michigan University. A native Michigander, Vanderjagt enjoys family time, with traveling, exploring new podcasts and baking at the top of her hobby list.



## **John Whelan**

Vice President for Human Resources  
Indiana University

John Whelan was appointed chief human resources officer at Indiana University in June 2014. He leads IU's human resources function in support of the university's 21,000+ employees across all seven campuses. In October 2015, John and his HR leadership team launched *HR2020*, a strategic plan that redesigned the HR delivery model across IU's seven campuses. *HR2020*'s top three priorities focused on building a stronger and more collaborative HR community, improving HR's customer service and process efficiency, and increasing employee engagement through the entire university.

John joined Indiana University after spending five years at Baylor University where he was the vice president for human resources. Prior to working at Baylor, he was the director of human resources business partners at the University of Notre Dame for six years. While at Notre Dame, he also served as an adjunct faculty member in Notre Dame's Mendoza College of Business.

Before starting his career in higher education HR, John held multiple HR leadership positions in the biopharmaceutical, consumer product, and financial services industries at Bristol-Myers Squibb, The Gillette Company, and Brown Brothers Harriman & Co, respectively.

John earned a BA and JD from the University of Notre Dame. He served on the national board of directors for the College and University Professional Association for HR (CUPA-HR) from 2014 – 2020 and was the board chair from 2018 – 2019. He is a member of the National Association of College and University Attorneys (NACUA) and the Society for Human Resources Management (SHRM). John is admitted to practice law in the Commonwealth of Massachusetts and the United States District Court of Massachusetts.



**Patricia Wortham** is a certified human resources management professional with more than 20 years of progressive experience. Having started her career as an HR Assistant with Oppenheimer & Company, Patricia steadily climbed the ranks through more advanced roles at ING Barings, SwissRe, Fortis Bank, Pershing Bank/BOA, Morgan & Finnegan, and Schulte Roth & Zabel, among other domestic and global entities.

In 2008, Patricia joined Crewcial Partners, LLC as their first Human Resources Generalist, immediately making an impact by elevating the professionalism and results-orientation of the HR function. Patricia's dedication and leadership resulted in her first promotion at Crewcial to the Director of Human Resources role where she completed a cultural transformation, served as a strategic shift in how leadership viewed succession, organizational design, team building, training and development, and performance. Patricia also blazed new trails in compensation strategy, and diversity and inclusion in talent acquisition, among other areas.

In 2019, Patricia was promoted once again, appointed to the role of Chief Human Resources Officer. In this role, she operates as the firm's lead HR business partner, shaping and executing HR strategies, programs, and initiatives in support of the overall business direction.

With a lifelong passion for career and professional development, Patricia promotes mentoring and coaching at all levels of the organization.

A Saint John's University graduate, Patricia is currently pursuing a Masters in Law and Dispute Resolution at Pepperdine University. She is a member of several professional associations including the Society for Human Resources Management, American Management Association, and New York's Human Resource Association.

She enjoys reading, retail therapy, volunteering, and mentoring HR professionals. Patricia lives in New York with her husband and two sons.

**Zane A. Zumbahlen**

*Chief Human Resources / Talent Officer*

A human resources leader with global expertise in large-scale innovation to drive strategic transformation and growth, Zane Zumbahlen is the Chief Human Resources / Talent Officer for Cancer Treatment Centers of America® (CTCA). In this role, he is focused on driving business value, optimizing performance, reinvigorating continuous learning, driving the ongoing evolution of talent attraction and fostering engagement, diversity and inclusion.



Zumbahlen joined CTCA® in July 2020 following a 25-year career at IBM where he held various leadership roles in the United States, Sweden and Japan. Most recently, he served as Vice President of Human Resources supporting the synergy efforts for IBM's acquisition of Red Hat in Armonk, New York, which helped strengthen the company's position in the hybrid multi-cloud sector.

With a passion for servant leadership and service to the community, Zumbahlen has held board and other volunteer positions throughout his career for IBM as well as various nonprofit organizations. Most notably, he served organizations supporting women in business and has volunteered for charitable organizations such as InnVision in San Jose, California, which provides interim housing and support services for the homeless population.

Zumbahlen earned a Master's degree in Human Resources and Labor Relations from Michigan State University and a Bachelor of Science degree in Psychology from the University of Illinois.