

CHIEF HUMAN  
RESOURCES OFFICER  
ACADEMY

**CHRO Academy XX – June 7 – 8, 2022**

**Faculty and Participant Directory**

# **The Faculty**

# NAHR CHRO ACADEMY XX - FACULTY DIRECTORY

**William Allen**

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Formerly Chief Human Resources Officer  
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Formerly SVP, HR, Communications & Corporate Affairs  
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**Timothy Bartl**

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**Dennis Glass**

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**David Lewin**

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**Daniel Marsili**

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## NAHR CHRO ACADEMY XX - FACULTY DIRECTORY

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**Charles Tharp, Ph.D.**

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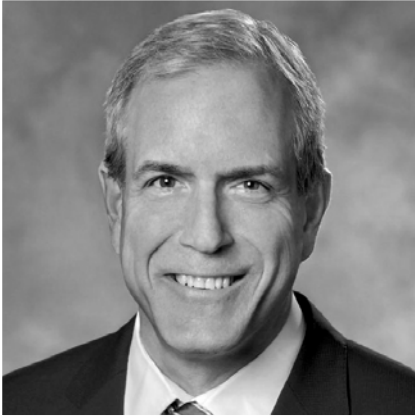
**Dan Yager**

Senior Advisor, Workplace Policy & CEO Emeritus  
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**Ian Ziskin**

President, EXec EXcel Group LLC  
Formerly Corporate VP, Chief HR and Administrative Officer  
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# BILL ALLEN

SENIOR PARTNER



Bill Allen has served in CHRO roles at listed companies for nearly 20 years and spent more than a third of his career outside the U.S. This experience has made him a sought-after executive advisor to private equity investment firms, including Sun Capital Partners, ICV Partners, and The Everstone Group.

Having served in eight roles during a 12-year tenure with PepsiCo, Bill counts this American multinational as his corporate “hometown”. Later, while leading the HR function at A.P. Møller-Mærsk (a diversified \$60B Danish conglomerate with 110,000 employees in 120 countries), he architected and implemented an operating system anchored in leadership, talent and performance that fueled the enterprise’s cultural and business transformation. At Atlas Air Worldwide Holdings, Bill was a key driver behind the capability buildout that allowed for the company’s dramatic growth between 1997 and 2003. At Macy’s Inc., he was deeply involved in a successful CEO succession, introduced an omnichannel-centric approach to talent, and drove a massive value-enabling restructuring of the HR function.

Bill is a frequent guest lecturer in business schools at Harvard, Auburn, Penn and Copenhagen universities. This fellow of the National Academy of Human Resources (NAHR) has actively participated in public policy development by serving on the boards of the: American Health Policy Institute, Health Transformation Alliance, and HR Policy Association. Bill also chaired the boards of the American Chamber of Commerce (Denmark) and the Consortium for Global Talent. He currently serves on the boards of NAHR, AI-powered recruitment startup GoGig, and private equity-owned Horizon Air Freight.

*Be deliberate and decisive about the changes you make.*

Bill Allen



## Lucien Alziari

Executive Vice President & Chief Human Resources Officer

Lucien is Executive Vice President and Chief Human Resources Officer of Prudential Financial, a Fortune 50 financial services company located in Newark, New Jersey.

A U.K. citizen, Lucien has over 30 years of experience in major international companies. From 2012 to the beginning of 2017, he was Executive Vice-President and Chief Human Resources Officer of A.P. Moller-Maersk, a global shipping and energy conglomerate located in Copenhagen, Denmark, with operations in over 130 countries and around 90,000 employees worldwide. From 2004 to 2012, he was the Chief Human Resources Officer and Head of Corporate Responsibility for Avon Products Inc., based in New York City. Prior to this, he held increasingly responsible roles with Mars Confectionery in the U.K. and PepsiCo Inc. in New York, Vienna and Dubai. From 2016 to 2021, Lucien was a non-executive Director of C&J Clarks International, a UK - based global footwear company with around \$2 Bn in revenues. He is also a Fellow and Director of the National Academy of Human Resources, a founding member of HR50 and recently concluded a three year term as Chair of the Board of Advisors of the Center for Executive Succession at the University of South Carolina.



**Richard L. Antoine**  
**Formerly Global Human Resources Officer, Procter & Gamble**

Richard Antoine is President of AO Consulting, a human resources consulting firm working with CEO's and Chief HR Officers on leadership, talent development, and HR strategy. He is the Past President of the National Academy of Human Resources, the organization which recognizes outstanding and sustained excellence in Human Resources. Mr. Antoine retired from Procter & Gamble in 2008 after a 39 year career in Supply Chain and HR - most recently after 10 years as P&G's Global HR Officer reporting to the CEO, AG Lafley. During his P&G career, Mr. Antoine lived in several US locations and Kobe, Japan.

Mr. Antoine serves on the Board of IRC4HR. He also serves on the Advisory Boards of the University of Wisconsin College of Engineering and the University of Wisconsin Center for Brand and Product Management as well as the Human Resources Policy Institute (HRPI) HRPI at Boston University. Mr. Antoine is also a Trustee of the Procter & Gamble Employee Retirement Fund and a member of the P&G Diversity Advisory Board. He was elected a Fellow in the National Academy of Human Resources in 2004 and is a member of Personnel Roundtable (PRT). Mr. Antoine has a Bachelor of Science Degree in Chemical Engineering from the University of Wisconsin and an MBA from the University of Chicago.

Mr. Antoine and his wife of 50 years live in Longboat Key Florida.

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**Marcia J. Avedon, Ph.D.**  
**Founder and Chief Executive Officer, Avedon Advisory, LLC**  
**Executive Director, Center for Executive Succession**  
**University of South Carolina, Darla Moore School of Business**

Marcia Avedon is an experienced C-suite executive and has served as a corporate board director for three publicly listed and one private company. Her career has spanned global companies in the industrial, health care, consumer products and professional services sectors. She is a recognized human capital expert, with deep experience in leadership development, executive compensation, talent and succession management, corporate communications and culture, brand and reputation enhancement. She has led large-scale transformations, including numerous mergers, acquisitions, divestitures and spin-offs. Her track record of intentionally and thoughtfully shaping strategy, culture and talent to achieve breakthrough performance is widely recognized. Marcia is an exceptional executive coach and advisor, helping leaders achieve organizational and career success. She is currently serves as the Executive Director for the Center for Executive Succession at the University of South Carolina, Darla Moore School of Business.

Marcia served as the Executive Vice President and Chief Human Resources, Marketing and Communications Officer for Trane Technologies, formerly Ingersoll Rand plc, for 15 years. At Ingersoll Rand, a global diversified industrial and technology company with over \$16B in revenue, she had company-wide responsibilities for human resources, public affairs, government relations, community relations/philanthropy, corporate communications, strategic marketing and brand management. She served as an officer of the company, reporting to the Chairman and CEO, and was the senior leader supporting the compensation committee of the Board of Directors and supported the governance and nominating committee.

Marcia currently serves on the Board of Directors for Generac Power Systems and is a member of the Compensation Committee and Nominating/Governance Committee and is the Chair of the Compensation Committee. She was previously on the Board of Directors for GCP Applied Technologies where she was the Chair of the Compensation Committee and served on all of the other committees. She previously served as a Director at Lincoln Financial and the Center for Creative Leadership.

Prior to Ingersoll Rand, Marcia was the SVP and Chief Human Resources Officer at Merck & Co. and held HR and Communications leadership positions at Honeywell and Anheuser-Busch. She began her career at Booz, Allen & Hamilton as a management consultant, specializing in human capital management, leadership and organization effectiveness.

Marcia has been highly active in the community, non-profit and professional arenas. She previously served on the Board of Directors of the United Way of Central Carolinas and Chaired the Compensation Committee. She was on the Advisory Boards for the University of North Carolina - Charlotte, Belk School of Business (Past Chair) and Cornell University, Center for Advanced Human Resources Studies. She served on the Board of the HR Policy Association Board (Vice Chair) and the Center for Executive Compensation (Chair). She was a founding member and Chair of the Center on Executive Succession at the University of South Carolina. Previously, Board President, and Compensation Committee Chair for the Jersey Battered Women's Service.

Marcia holds a Master's and a Ph.D. in industrial/organizational psychology from George Washington University and a B.A. from University of North Carolina, Wilmington. She has received numerous awards and recognition including as a Fellow in the National Academy of Human Resources and Society of Industrial and Organizational Psychologists, and named one of the "Most Powerful Women in HR" by HR Executive Journal. She has been a frequent visiting professor and speaker at universities and professional meetings.

# Kathleen (Katy) Barclay

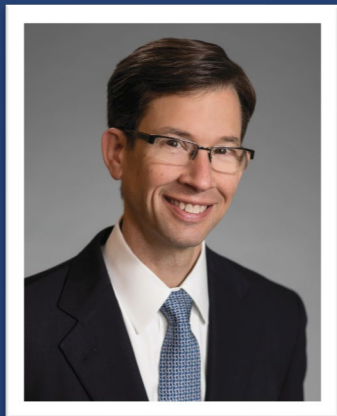
Katy Barclay currently serves as a member of the Board of Directors for Five Below and Kontoor Brands. She was previously CHRO and Senior Vice President of The Kroger Co., a \$110B grocery retail company, from 2010 until her retirement in late 2015. Before joining The Kroger Co. in 2010, Katy served as the CHRO and Senior Vice President of Global Human Resources for General Motors from 1998 to 2010.

Katy was inducted into the National Academy of Human Resources in 2000 and is the former Chair of the Academy's Board of Directors. Katy served on the Boards of The Christ Hospital Network, the Cincinnati Symphony Orchestra, the United Way of Greater Cincinnati, and the Women's Leadership Council for the American Heart Association. She is a three-time recipient of *Automotive News*' 100 Leading Women, and a recipient of the MSU Distinguished Alumni award. In 2013, Katy was the recipient of the YWCA's Career Woman of Achievement Award.

Katy earned a bachelor's degree in Business from Michigan State University and an MBA from the Massachusetts Institute of Technology.

Katy has two adult sons and lives in Michigan and Florida.





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# Timothy J. Bartl

## PRESIDENT AND CEO

Timothy J. Bartl is President and CEO of HR Policy Association the nation's leading public policy association of senior human resource executives, representing nearly 400 of the largest companies operating within the United States and globally. The Association focuses on the development of U.S. human resources and employment public policy, primarily at the federal level. At the same time, the Association uses the collective strength of its membership to facilitate chief human resource officer education and enrichment, and achieve market-based improvements in HR practices as well as developing unique member offerings such as its Retiree Health Access program.

Mr. Bartl joined the Association in 1997, and prior to helping found its Center On Executive Compensation in 2008, he served as the Association's Assistant General Counsel and Vice President of Corporate Affairs, concentrating on executive and employee compensation, government relations, employment rights and retirement security matters.

Mr. Bartl served as Chief Executive Officer of HR Policy Association's Center On Executive Compensation, a research and advocacy organization comprised of more than 130 HR Policy Association members dedicated to providing a reasoned perspective on executive compensation. In that role, he oversaw the Center's operations, policy and best practice development and federal advocacy activities involving executive compensation design, disclosure, governance and taxation. He is also a frequent writer and speaker on the subject.

In addition to his work with the Association and Center, Mr. Bartl is also a Partner of Tributary LLP, an association management firm specializing in health care, employment, compensation, benefits and labor law.

Mr. Bartl formerly served as Legislative Director and Counsel to former Rep. Steve Gunderson (R-WI), and is a graduate of Marquette University and the University of Minnesota Law School. He was elected a fellow of the National Academy of Human Resources in 2017.

# Lisa M. Buckingham



Lisa M. Buckingham served as Chief People, Place & Brand Officer for Lincoln Financial Group from December 2008 until her retirement in March 2021. During her tenure, she was responsible for all human resources practices and policies and for overseeing the corporation's brand and advertising, enterprise communications, consumer insights and corporate social responsibility activities, as well as foundation, facilities, aviation, and corporate strategic real estate areas. Buckingham also led Lincoln's business continuity and enterprise crisis management initiatives. A member of the Senior Management Committee, she reported directly to President and Chief Executive Officer Dennis R. Glass.

Buckingham began her career in retail, where she forged a foundation in human resources and labor relations. Prior to joining Lincoln, she held several executive level positions in human resources and organizational development at Thomson Reuters, where her accomplishments were rooted in the company's technology transformation from print to digital and offshoring to further streamline the organization, improve experience, and drive global efficiencies. Buckingham earned her Bachelor's degree from Georgetown University. Her areas of deep professional interest include board engagement, organizational development, total rewards strategies, culture, diversity, inclusion and belonging, digital transformation, change management, talent management, branding, wellness, engagement, and strategic communications.

## **Honors & Awards:**

2021: Distinguished HR Executive Award with co-founders of People +Work Connect

2020: Named to the 50 Boldly Inspirational Leaders list by Employ Humanity

2020: Ranked number 2 on the Top 25 Global CHRO list by N2Growth and Stanford Graduate School of Business

2018: Elected a fellow of the National Academy of Human Resources (NAHR)

2017: Named HR Executive of the Year by *Human Resource Executive* magazine

2015: Included on Forbes' list of the Top 10 CHROs

2012: Named Pennsylvania Woman of the Year by the Pennsylvania Diversity Council

## **Public Board Experience:**

Board Member, Lincoln Life and Annuity Company of New York: 2019 to 2021

**Advisory Board Member**

SucceedSmart, 2021 – Present

**Non-Profit Board Experience:**

Board Member & Investment Chairperson, Philadelphia Eagles Charitable Foundation: 2009 to Present

Board Member, Academy of Music, Philadelphia, PA: 2020 to Present

**Professional Affiliations:**

HR Policy Institute, Boston University:

Executive Chair, 2020 to Present

Member, 2017 to Present

Center for Executive Succession, Darla School of Business, University of South Carolina

Advisory Board member

Peer Roundtable for CHROs:

Program Chair Emeritus, 2016 to Present



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**Michael D'Ambrose**  
**Chief Human Resources Officer**  
**Executive Vice President, Human Resources**  
**The Boeing Company**

Michael D'Ambrose is the chief human resources officer and executive vice president of Human Resources for The Boeing Company. In this role, he is responsible for the company's leadership and learning, talent planning, employee and labor relations, total rewards, and diversity and inclusion initiatives. In addition, he oversees the company's Enterprise Services organization, which includes security and fire protection; facilities and asset management; global real estate; internal supply chain; executive flight operations; environment, health and safety; and transportation, warehousing and logistics. He is also a member of the company's executive council.

D'Ambrose has been a leader in human resources for over three decades, focused on leveraging innovative human strategies to influence business strategy, empower leaders, embrace change and deliver business results. He is a passionate advocate for diversity and inclusion and brings deep expertise in talent management, succession, compensation, M&A, labor/union negotiations, and creating high performing teams that drive extraordinary results.

Prior to joining Boeing in 2020, D'Ambrose spent almost 14 years as the senior vice president and chief human resources officer for Archer Daniels Midland (ADM), where he oversaw global human resources, helping to lead a corporate culture of innovation, inclusion and integrity. Previously, he served in a series of executive-level business and HR positions, including chief human resources officer at Citigroup, First Data and Toys 'R' Us Inc., along with senior HR roles at Travelers Mortgage Services and Ingersoll-Rand Corporation. He also served as the CEO of Shadow Broadcasting Services and as chief operating officer for Westwood One, Inc.

In addition, D'Ambrose has extensive corporate board experience, serving on the board of directors for Jobs for America's Graduates (JAG) as chair of the Resource

Development Committee. He is chairman of the board of directors for The Cornell Center for Advanced Human Resource Studies (CAHRS), and serves on several other high-profile boards, including the Society for Human Resource Management (SHRM) and the Center for Executive Succession at the Darla Moore School of Business at the University of South Carolina.

In 2016, D'Ambrose earned HR's highest honor as a fellow of the National Academy of Human Resources, a distinction that—when he was inducted—had only been granted to 163 individuals since 1992. He also helped to create Together We Grow, an association of approximately 50 industrial, educational, NGO and legislative partners focused on driving diversity and inclusion in the agriculture industry.

D'Ambrose holds a bachelor's degree in industrial and labor relations from Cornell University in Ithaca, New York.

August 2021

## EXECUTIVE PROFILE

### Dennis R. Glass

President and Chief Executive Officer

Lincoln Financial Group

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Dennis R. Glass is president and chief executive officer of Lincoln Financial Group. He serves as a director on the Board of Directors for Lincoln National Corporation. He is also president and serves on the Board of the principal insurance subsidiaries of Lincoln Financial Group. (Mr. Glass will step down as CEO and become Chairman of the Board effective May 27, 2022).

Glass was president and chief operating officer of Lincoln Financial Group from April 2006 until July 2007. Previously, Glass served as president and chief executive officer of Jefferson Pilot Corporation, which merged with Lincoln Financial in 2006. Mr. Glass has deep experience in strategy development and execution, all investment asset classes, bottom line insurance and retirement business management, distribution, M&A and integration and Board governance.

Glass currently serves as co-chairman of the board of the Alliance for Lifetime Income, a non-profit organization focused on creating awareness and educating Americans about the importance of protected lifetime income. Glass also serves on the Board of the American Council of Life Insurers (ACLI), along with several other ACLI committees. He has previously served on other industry boards and is active in numerous charitable and civic activities.

Glass is an alumnus of the University of Wisconsin-Milwaukee, where he received a bachelor of arts degree and a master's degree in business administration.

## Executive Biography

# Tracy Keogh

Chief People Officer and Growth Partner  
Great Hill Partners

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Tracy Keogh is the Chief People Office and Growth Partner for Great Hill Partners, a Boston-based private equity firm investing in high-growth companies across the software, digital commerce, financial technology, healthcare and digital infrastructure sectors. Tracy focuses on talent development and people strategy for the firm and the portfolio companies.

Prior to joining Great Hill in 2021, Tracy was Chief Human Resources Officer at HP for ten years. She had worldwide responsibility for HP's strategic human resources function and employee communications. She led HR including culture and engagement, people operations, organization effectiveness, total rewards, talent and global inclusion, equity and diversity.

Prior to her role at HP, Tracy was the Senior Vice President of Human Resources at Hewitt Associates (acquired by Aon), the world's largest provider of human resources consulting services. Previously, Tracy led HR at Bloomberg LP, the financial data, news, and analytics provider. Prior to joining Bloomberg, she was Vice President of Human Resources for Analog Devices and Sapient Corporation. In addition to her human resources background, she has a wide range of leadership experiences in operations, sales, marketing and management consulting at a number of organizations.

In 2018, Tracy was appointed to the Board of Directors for Cisive, a global provider of human capital management and risk management solutions. She is also on the Boards of the HR Policy Association, HR Policy Institute and the National Academy of Human Resources (NAHR).

In 2015, Tracy was recognized by *Human Resources Executive* magazine as HR Executive of the Year. That same year, she was inducted as a Fellow into the National Academy of Human Resources. Previous honors include Tracy being named to the Top 50 Most Powerful Women in Technology by the National Diversity Council and being recognized as a global Top 10 Breakaway Leader in Human Resources by Evanta. In 2019, Tracy was awarded a Gold Stevie Award for HR Executive of the Year by the American Business Awards and was named HR Leader of the Year by Digiday.

Tracy holds a Master's degree in Business Administration from the Harvard Business School and a Bachelor's degree in Psychology from Smith College. She also attended the University of Geneva in Switzerland.

Tracy is based in Boston, Massachusetts.

# Pamela (Pam) Kimmet

## Chief Human Resources Officer

Pam Kimmet is the Chief Human Resources Officer for Manulife and is a member of Manulife's Executive Leadership Team.

In her role as Chief Human Resources Officer, Pam is responsible for overseeing the Company's Human Resources function and providing leadership to the people and culture elements of the Company's transformation.

Prior to joining Manulife as CHRO, Pam served as the Chief Human Resources Officer at Cardinal Health, Inc., a global health care services and products company. Pam previously led the HR functions at Coca-Cola Enterprises, The Bear Stearns Companies, Inc. and Lucent Technologies. Pam also held a range of strategic HR roles at Citigroup and General Motors. She served as a member of Manulife's Board of Directors from March 2016 to September 4, 2018 and as a member of Perspecta's Board of Directors from June 2018 to May 2021.

Pam serves as Chair of the HR Policy Association, and she was also the past Chair of the Association's Center for Executive Compensation. Additionally, she serves on the boards for the Center for Advanced Human Resources Studies at Cornell University, and the Center for Executive Succession at the University of South Carolina. In 2009, Pam was named a Fellow in the National Academy of Human Resources. Pam is a member of the Board of Directors of Perspecta, Inc., a leading information systems and mission services provider to the U.S. Government. She holds an MBA from Michigan State University and a Bachelor of Science in Industrial and Labor Relations from Cornell University.





## DAVID LEWIN

David Lewin, Ph.D., is the Neil H. Jacoby Professor Emeritus of Management, Human Resources and Organizational Behavior at the UCLA Anderson School of Management, and a Managing Director and Head of the Human Capital and Labor & Employment Practices at the Berkeley Research Group (BRG). He is a recent past President of the Labor and Employment Relations Association (LERA) and presently chairs the LERA's Strategic Thinking Committee.

Professor Lewin is the author of many published works on such topics as human resource strategy, human resource management practices and business performance, workplace and organizational dispute resolution, and compensation and reward systems. His books include *The Labor Sector*; *The Modern Grievance Procedure in the United States*; *Public Sector Labor Relation, Analysis and Readings*; *Contemporary Issues in Employment Relations*; *Human Resource Management: an Economic Approach*; *The Human Resource Management Handbook*; *The Oxford Handbook of Participation in Organizations*; *Handbook of Qualitative Research Methods in Human Resources: Innovative Techniques*; and *Advances in Industrial and Labor Relations, Volume 26*.

Professor Lewin serves on the editorial Boards of *Industrial Relations*, *California Management Review*, *Journal of Change Management*, and *Work, Organization and Employment*. He is also a founder, Fellow and former Director of the National Academy of Human Resources (NAHR), a founder and faculty member of the Columbia Business School/New York City Police Department Police Management Institute (PMI), previously served as a Director of K-Swiss, Inc., and currently serves as a Director of the NAHR Foundation.

Professor Lewin consults widely on human resource management issues with business, government, and voluntary organizations in the United States and abroad. He also serves as an expert witness in employment litigation, having testified at trial and arbitration hearings on 66 occasions. His recent expert retentions involve issues of organizational governance, no poaching, the reasonableness of executive compensation, gender discrimination and sexual harassment, age, race and disability discrimination, retaliatory termination, managerial and employee misclassification, and independent contractor vs. employee status.



**Daniel Marsili – Retired CHRO, Colgate-Palmolive Company**  
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Daniel Marsili retired late 2020 as Chief Human Resources Officer of Colgate-Palmolive Company, a \$16Bn public global consumer goods company dedicated to Oral Care, Personal Care, Home Care and Specialty Pet Nutrition, where he was responsible for leading the Company's HR function and had responsibility for more than 35,000 people worldwide. Daniel was CHRO from 2005 through 2020. He currently is a principal of Yale Point Advisors, and consults with Not-for-Profit organizations assisting them with leadership development and best practice in Human Resources Strategy.

Prior to his leadership role as CHRO, Daniel held a succession of HR roles at Colgate that included corporate strategic roles and leading divisions in Africa/Middle East, Latin America and North America. Additionally, throughout his career he led compensation, benefits and labor relations and was elected a Corporate Officer in 2005. Before joining Colgate, Daniel held HR management positions with PepsiCo and the Hyatt Corporation.

In leadership roles outside Colgate, for 5 years he chaired the Steering Committee of the Human Resources Policy Institute at Boston University's Questrom School of Business. He also was co-chair of the Gartner CHRO Global Leadership Board



and in 2012 was inducted into the National Academy of Human Resources (NAHR) as a Fellow. He was elected to a term as a member of the NAHR's Board in 2019. In 2017 he was invited to join the Board of Directors of Miracle Foundation, an international non-profit organization that brings life-changing care to orphaned and vulnerable children around the world, where he continues to be an active Board member. <https://www.miraclefoundation.org/>

Daniel is honored to be a member of The Black Experience Advisory Board where he can action his passion for racial justice and equality and where he can participate in celebrating the contributions of Blacks and African-Americans in the twentieth century and beyond. The Black Experience is dedicated to using social media to deliver educational content that exposes people of all ages to positive and uplifting stories of successful Black Americans with the mission of being part of the change to end systemic racism. <https://www.theblackexperience.us/>

Daniel holds a bachelor's degree from the University of Massachusetts at Amherst's Isenberg School of Business and a JD from Loyola University School of Law (New Orleans), and lives with his family in New York.





## **John M. Murabito**

Retired

Formerly Chief Administrative Officer, Cigna Corporation

Formerly Chief Human Resources Officer, Cigna Corporation

Formerly SVP & CHRO, Monsanto Corporation

John Murabito retired as Chief Administrative Officer of Cigna Corporation, a Fortune 25 company, on April 1, 2022. Cigna is one of the world's leading health services companies; helping companies, health plans, organizations and individuals around the world thrive by improving health and quality of life through its many businesses. Through the combined efforts of over 75,000 team members, Cigna serves over 100 million people around the world.

John joined Cigna in 2003 as Chief Human Resources Officer. Guiding a practical and focused approach to human resources strategy, John led the charge for Cigna's critical people processes including succession, talent assessment, organization and leadership development, performance management and compensation. During his 19 years with Cigna, John helped guide the company through multiple acquisitions and significant growth including the transformative acquisition of Express Scripts in 2018. Over the years and at various times, John also led multiple functions other than HR at Cigna, including Communications, Purchasing, Real Estate and Enterprise Marketing. He also served as Chairman of the Cigna Foundation and of Cigna's PAC.

John is a strong believer in giving back to the HR function and doing his part to prepare the HR leaders of tomorrow. He served for many years on the Boards of HRP, the American Health Policy Institute, Cornell's Center for Human Resources Studies where he also served as Chair, the Personnel Roundtable, the Conference Board's CHRO Council, and the University of South Carolina's MHR Center. John was named a Fellow of the National Academy of Human Resources in 2006 and currently serves as Chair of the NAHR Board. John is a former HR Executive magazine "HR Executive of the Year" and also received a "Lifetime Achievement Award" from HRO Today.

John has served as a Corporate Director for Winnebago Industries since 2017 and chairs the HR Committee. He also has been on the Augustana College Board of Trustees since 2013 and currently serves as Board Chair.

Demonstrating his personal commitment to health care and his community, John has been a board member and president of Juvenile Diabetes Research Foundation chapters in Philadelphia and St. Louis.

Prior to CIGNA, John was SVP & CHRO of Monsanto Corporation. He also spent eleven years with the Frito-Lay division of PepsiCo in numerous field and corporate assignments.

John received his Bachelor of Arts in Economics from Augustana College and his Master of Arts in Industrial Relations from the University of Iowa. John and his wife of forty-one years, Tammy, live in Philadelphia's western suburbs. John and Tammy have one adult daughter, Florence.

Since his retirement from Cigna, John has begun some consulting work in the Talent arena, intends to refine and improve his skills as a Corporate Director, and plans to travel a bit, enjoy some free time with his family, and continue his passionate support for Philadelphia's pro sports teams.



**Anthony J. Nyberg** is a Professor and a Distinguished Moore Research Fellow who is an expert in the application of quantitative methods to research focusing on how organizations compete through people, specifically through C-Suite succession and the strategic role of pay and performance management in attraction, emergence, retention, and motivation. He has held visiting positions at LMU Munich and Tilburg University, Netherlands, has served as the Academic Director of the Master of Human Resources Program, and the Director of the Riegel & Emory Human Resource Research Center, and is currently the Chair of the Management Department. He publishes widely, served as an editor for the flagship management academic journal and has received numerous awards for his research and teaching, including a Fulbright Scholarship in 2020. Prior to earning his PhD in Management and Human Resources from the University of Wisconsin-Madison, he spent nine years as the managing partner in an international financial services firm based in Northern California, where he held Series 7, 24, 55, and 63 licenses, and was also a licensed Mediator and served as an Arbitrator for Nasdaq and earned his Certified Financial Analyst designation.

# MICHAEL O'HARE

Executive Vice President, Global Human Resources  
The Estée Lauder Companies



Michael O'Hare is Executive Vice President, Global Human Resources, at The Estée Lauder Companies, one of the world's leading manufacturers and marketers of quality skin care, makeup, fragrance and hair care products. Mr. O'Hare has held this position since September 2013. He reports to the Company's Executive Chairman, William P. Lauder, and President and Chief Executive Officer, Fabrizio Freda.

Overseeing a global network of Human Resources (HR) professionals, Mr. O'Hare works closely with all business operations of the Company, directing the recruitment, retention, compensation, and development of the Company's 44,000 employees. Mr. O'Hare has more than 20 years of experience directing and guiding teams around the world.

Before joining The Estée Lauder Companies, Mr. O'Hare was Global Chief Human Resources Officer for the Netherlands-based company Heineken N.V. As a member of Heineken's executive committee, he helped integrate acquired operations in Mexico, Brazil, Southeast Asia, Ethiopia, Haiti and Nigeria. Working closely with Heineken's board of directors, Mr. O'Hare led the company's governance, compensation and talent development programs, establishing a top HR function that supports Heineken's more than 85,000 employees across 70 countries.

Prior to his time at Heineken, Mr. O'Hare spent 13 years at PepsiCo Inc., where he held a variety of senior HR roles culminating in the position of Chief Personnel Officer/Vice President for Asia Pacific. In this role, he oversaw all HR activities in the region across more than 40 business units and joint ventures.

Mr. O'Hare was born in Northern Ireland and has lived and worked in Europe, the United States and Asia. After graduating from the University of Dundee in Scotland, he went on to receive a Master of Economics from the London School of Economics and a Master of Business Administration from the University of Chicago.

ESTÉE  
LAUDER  
COMPANIES



**Christy Pambianchi** is executive vice president and chief people officer (CPO) at Intel Corporation. As CPO, she is responsible for driving Intel's people strategy and fostering a vibrant culture focused on bold innovation, flawless execution, and continuous development and learning.

Pambianchi was previously at Verizon, where she served as executive vice president and chief human resources officer (CHRO). During her time there, she reimagined Verizon's HR mission and practices, delivering an enterprise strategic transformation workforce plan to stay at the forefront of the digital transformation. In addition, she ran Verizon's internal COVID-19 response. In April 2020, Pambianchi joined as founding CHRO with cross-industry HR leaders from Accenture, Lincoln Financial Group and ProCore to launch the People+Work Connect platform, creating the first business-to-business platform for HR leaders to work together to accelerate talent movement and reduce negative impacts on mass unemployment.

Prior to Verizon, Pambianchi was most recently an executive vice president of People & Digital at Corning Inc., forming a dual role leading human resources and information technology to create a digital transformation roadmap. Earlier, Pambianchi served in other senior leadership roles at Corning, including as CHRO for 12 years.

Before joining Corning, Pambianchi spent 10 years at PepsiCo Inc., starting in labor and employee relations field roles in multiple regions before moving into corporate organization capability and, finally, providing HR support for a companywide IT transformation.

Pambianchi holds a bachelor's degree from Cornell University's School of Industrial and Labor Relations. She serves on the boards of the National Academy of Human Resources Foundation, the Center for Advanced Human Resource Studies at Cornell University for the School of Industrial and Labor Relations, the HR Policy Association, the Health Transformation Alliance, and the Center for Executive Succession at the University of South Carolina, Darla School of Management. She also serves as a board member of the Lumina Foundation, an organization committed to increasing the percentage of citizens in the U.S. with post-secondary education and credentials. Pambianchi has also been active in the FIRST robotics program, serving five years as head coach at the high-school level for FTC Team 5484 and as a tournament director. In 2017, she was installed as a fellow to the National Academy of Human Resources.



## About Timothy J. Richmond

Tim Richmond is Executive Vice President, Chief Human Resources Officer for AbbVie, responsible for leading the global human resources function focused on engaging high-performing employees and amplifying a culture that drives business performance. As a result of this focus, AbbVie has been named to more than 40 Great Place to Work® and Top Employer® lists and is prominently recognized on “Best of” lists related to diversity, leadership and engagement, as well as for corporate responsibility and business performance.

Prior to AbbVie’s separation from Abbott, Mr. Richmond served as Divisional Vice President, Compensation and Benefits. Previously, he held various human resources management positions at Abbott Laboratories and 3M Company.

Mr. Richmond serves on the Board of Directors for the Warriors and Quiet Waters Foundation and the Travis Manion Foundation, both focused on supporting veterans and strengthening communities. At AbbVie, he is the executive chair of the Veterans Employee Resource Group.

## Laurie Siegel

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Laurie Siegel served as a Senior Executive at several global companies, including ten years as the Chief Human Resource Officer of Tyco International. Ms. Siegel joined Tyco as part of a new team charged with restoring the company's reputation, financial strength and governance practices. She oversaw the total overhaul of the leadership team, initiatives to restore the confidence of the 240,000 employees around the globe, and many of the workstreams associated with the spin-offs of Covidien, TE Connectivity, ADT Corporation and the merger of Tyco Flow Control with Pentair.

Prior to joining Tyco, Ms. Siegel served in senior leadership roles at Honeywell International, and as a management consultant.

Ms. Siegel currently serves as a director of CenturyLink, Factset, CRC and Scoop. She chairs the compensation committees at CenturyLink and Factset.

Ms. Siegel is a Senior Advisor to the G100 Companies, and chairs the G100 Talent Consortium. She is CEO of LAS Advisory Services, where she works with leaders of public and private companies to align their organizations and leadership teams with strategic and operational priorities.

Ms. Siegel has earned several awards including being named a top 100 Director by the National Association of Corporate Directors, one of the most influential Directors by Women's Inc., and a Fellow of the National Academy of Human Resource. She currently serves as a NACD Blue Ribbon Commissioner on Talent Oversight.

Ms. Siegel holds an MBA from the Harvard Business School, a Masters in City Planning jointly from the Harvard Kennedy School and the Harvard School of Design, and a Bachelor's Degree from the University of Michigan.

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## JILL B. SMART



After spending over 33 years at Accenture, Jill retired from the organization and is currently the President of the National Academy of Human Resources (NAHR), the founder and CEO of JBSmart Consulting, LLC, a Director at World Fuel Services, EPAM Systems, AlixPartners, and HireRight, and a member of the Cerity Partners Advisory Board

The National Academy of Human Resources is the organization where individuals and institutions of distinction in human resources are recognized for professional achievement by election as a "Fellow of the NAHR". In addition, the NAHR furthers the HR profession through various initiatives including educational programs, research initiatives and scholarships.

JBSmart Consulting LLC is focused on consulting and coaching Chief Human Resources Officers and other business leaders on a variety of subject matter areas related to organizational talent and all human resources functions such as organizational design, talent development, leadership development, and HR transformation.

Headquartered in Miami, Florida, World Fuel Services (NYSE: INT) is a global energy management company involved in providing energy procurement advisory services, supply fulfillment and transaction and payment management solutions to commercial and industrial customers, principally in the aviation, marine and land transportation industries. World Fuel Services sells fuel and delivers services to its clients at more than 8,000 locations in more than 200 countries and territories worldwide. Jill joined this board in 2021 and sits on the Compensation and Governance Committees.

Based in Philadelphia, EPAM Systems, Inc. (NYSE: EPAM), a leading global product development and platform engineering services company, is focused on delivering results through best-in-class software engineering, combined with innovative strategy, consulting and design capabilities. With 25 years of experience in the information technology industry, EPAM's 28,000 people serve their customers in over 25 countries across North America, Europe, Asia and Australia. Jill joined this board in 2016 and Chairs the Compensation Committee.

AlixPartners is a results-driven global management consulting firm that specializes in helping businesses successfully address their most complex and critical challenges. Clients include companies, corporate boards, law firms, investment banks, private equity firms and others. Founded in 1981, AlixPartners is headquartered in New York, and has offices in more than 20 cities around the world. Jill is a representative of strategic investment partner La Caisse de dépôt et placement du Québec ("CDPQ"), which handles the Canadian province's \$308 billion in pension plan and insurance program investments. Jill joined this board in 2018.

HireRight (NYSE: HRT) is the market-leading provider of on-demand employment background checks and screening. With clients in over 200 countries and territories, nearly fifty percent of the Fortune 100 use HireRight's services. Based in Irvine, California HireRight has offices around the globe. Jill joined this board in 2018 and sits on the Audit and Compensation Committees.

Based in New York, Cerity Partners is an SEC-registered investment advisor offering independent, comprehensive financial advice to individuals and their families, businesses and their employees, and non-profit organizations. Cerity Partners has been recognized by The Financial Times, Forbes, Worth, Investment News,



and Private Asset Management as one of the leading and/or fastest growing independent wealth managers in the United States. Jill joined this board in 2018.

Jill retired from Accenture in 2014. At the time of her retirement, she had been Accenture's Chief Human Resources Officer for 10 years, with overall responsibility for the full employee lifecycle of all Accenture people globally, including resource planning, recruitment, on-boarding, training and development, staffing and deployment, performance management, engagement and retention, succession planning and transitions. She was also a member of Accenture's Global Management Committee.

Under Jill's leadership, Accenture's global headcount grew from 100,000 to 289,000, with offices and operations in more than 200 cities in 56 countries. Jill delivered for Accenture during periods of explosive growth, often hiring more than 5,000 people per month, and also successfully navigated a major economic contraction. In addition, Jill oversaw a comprehensive shift in Accenture's talent strategy to focus on emerging markets.

To better support Accenture's dramatic growth and evolution, Jill transformed the HR function—improving HR's agility at changing with the business, boosting the efficiency of HR's processes, and enhancing the career experience of HR practitioners—while also reducing cost.

Before being appointed chief human resources officer in September 2004, Jill was Managing Director of HR delivery, which entailed overall responsibility for human resources operations and people development. From 2000 until 2003, she was head of the company's People Enablement business practice, which included training and knowledge management.

Prior to assuming HR management roles, Jill spent most of her career at Accenture leading business integration consulting work for clients in the financial services, federal and state government, transportation and health services industries. Her client experience focused primarily on integrating strategy, technology business processes, functional applications and human performance components to lead clients through major change initiatives.

From 2017 through 2019, Jill was an Advisory Board member of JB Training Solutions, a Chicago-based learning and development company that develops employees throughout their entire life cycle - from entering the workforce all the way to succeeding as an executive, through training programs that build stronger leaders, powerful communicators, and exceptional employees in a multigenerational workforce.

From 2015 until its sale in 2018 Jill was on the board of Alexander Mann Solutions (AMS). Based in London, AMS helps companies and individuals fulfill their potential through talent acquisition and management, providing solutions across the entire talent life cycle—from strategic workforce planning and employer branding, to assessment and selection, to on-boarding and employee engagement.

Jill is a Fellow and Director of the National Academy of Human Resources, a Fellow of the Human Resources Policy Institute (HRPI), a member of the Peer Roundtable for CHROs (PRT), a member of the G100 Talent Consortium Advisory Board, and has been a Director of the HR Policy Association (HRPA). Jill has been an active member of HR50 and the RBL Institute.

Jill is and has been very involved at the University of Illinois. She held a six-year gubernatorial appointment on the Board of Trustees of the University of Illinois system from 2015 until 2020, is on the board and has been a Director and Officer of the Alumni Association, is on the Gies College of Business Dean's Business Council (and has served as the Council's Chair) and serves on the board of the University's Chicago Athletic Association Board. She has served as an adjunct faculty member and has been on the Advisory Council of Illinois Business Consulting (IBC).

Jill is also a guest faculty member of the University of Michigan Ross School of Business Global Human Resources Executive Program.

Jill is a Trustee of Chicago's Goodman Theatre, and is active in The Chicago Network. She has also been on the Board of Fenwick High School.

Jill received an MBA from the University of Chicago and a bachelor's degree in business administration from the University of Illinois.

**Perry Stuckey**  
**Senior Vice President, Chief Human Resources Officer**



Perry Stuckey is the Senior Vice President, Chief Human Resources Officer for Eastman Chemical Company. He has responsibility for Eastman's human resources strategy and services worldwide, which includes Inclusion & Diversity, Total Rewards, Learning & Leadership Development and Global Talent Acquisition & Management.

Stuckey is a native of Pine Bluff, Arkansas. He holds a B.A. degree from the University of Arkansas, Pine Bluff and a master's degree from the Weatherhead School of Management, Case Western Reserve University in Cleveland, Ohio.

Stuckey joined Eastman in 2011. His work experience spans 25 years, including a variety of global human resource management positions in manufacturing, industrial automation, and bio-technology organizations. Prior to joining Eastman, Stuckey was Senior Vice President and Chief Human Resources Officer for Hill-Rom Company in Batesville, Indiana. Hill-Rom is a global medical technology company with operations in 30 countries. Before that, he was Global Vice President for Human Resources at Rockwell Automation, a \$6.4 billion global automation and electronics company headquartered in Milwaukee, Wisconsin with operations in more than 80 countries. There he was responsible for the human resources function that covered 12,000 employees worldwide. He also managed the development and execution of strategies involving people across the global organization to drive business growth. Prior to his eleven years at Rockwell, Stuckey was director of human resources for Monsanto Company, where he directed all aspects of human resources for a global business unit which included sales, marketing, engineering, research and development, and manufacturing operations within the business unit globally.

He is a member of the Human Resources Policy Organization, the Executive Leadership Council, and the CHRO Board Academy. He is also a Trustee on the Board of Governors for the American Health Policy Institute based in Washington DC. He serves on the Board of Directors of "Healthier Tennessee," Governor Bill Haslam's initiative to encourage Tennesseans to adopt healthy lifestyles. In March 2014 and March 2016, Stuckey was named by Savoy Magazine as one of the top 100 influential black executives in corporate America.



**Susan M. Suver**

**Executive Biography**

Susan M. Suver (Sue) is a global business executive specializing in business transformation, high-performing culture, human capital strategy, and corporate communications in global companies within the mobility, automotive, manufacturing, mining and hospitality sectors.

She has held the following roles:

- Senior Vice President & Chief Human Resources Officer at Aptiv PLC (formerly Delphi)
- Senior Vice President, Human Resources & Administration, United States Steel Corporation
- Vice President, Global Human Resources, Arrow Electronics, Inc.
- Vice President, Organizational Effectiveness & Communications, Phelps Dodge Corporation

Sue is a Fellow of the National Academy of Human Resources, and serves on its Board of Directors. She is an executive coach, consults on business transformation and culture change, and is an advisor to Signature Surge, an executive development program for senior ranking women leaders. Throughout her career, she has been an active leader on the Boards of numerous professional and community organizations including the Human Resources Policy Association, Robert Morris University, the Compensation Committee of the Allegheny Conference on Community Development, the School Board of the Archdiocese of Seattle, Vibrant Pittsburgh and the YWCA-Metropolitan Phoenix.

Sue received a bachelor's degree in communications from Arizona State University, and attended executive education programs at the University of Michigan and Thunderbird School of Global Management.

*May 2022*

## MARA SWAN



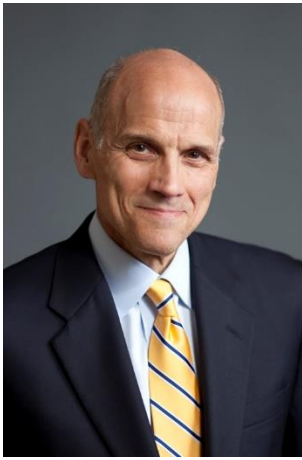
Mara Swan is an accomplished and versatile executive with over two decades of broad leadership experience at the C-suite level within the services and consumer packaged goods industries. Swan has deep expertise with strategy development and execution, CEO and board room issues, culture and workforce strategy, executive succession planning, corporate messaging and communications, executive recruitment and compensation, ESG, D, E&I and matters of enterprise risk and controls, as well as P&L management.

From 2009 until March of 2020, Swan served as EVP, Global Strategy and Talent at ManpowerGroup, a global workforce solutions company with 28,000 employees across 80 countries and revenues of \$20 billion, where she had responsibility for Strategy, HR, Marketing, PR & Communications, ESG, Thought Leadership, Risk Management and responsibility for the Right Management brand. She was a key member of the four-person executive operating committee which drove substantial increased margin expansion in an industry with declining gross profit.

Prior to ManpowerGroup, Swan was SVP, Global HR at MolsonCoors Brewing Company. Since October 2020, Ms. Swan serves as the President of Xcceleration, LLC and advises on human capital strategy, talent, D, E & I, compensation, workforce productivity and performance issues. In May 2021, Swan Joined Stonepeak Infrastructure Partners as a Senior Operating Partner focused on talent.

Swan was appointed to the board of BrightView Holdings, Inc. (NYSE: BV) a \$2.5 billion commercial landscaping firm, in May 2019, where she also serves on the compensation committee. In July 2020, Swan was appointed to the advisory board of ULINE, (\$6B) North America's largest distributor of shipping and business supplies. Swan has been on the board of GOJO Industries, a manufacturer of PURELL and other hand hygiene products, since 2011. The company has grown three-fold during her tenure on the board and as compensation chair, she recently led them through a non-family member CEO transition. Swan was appointed to the board of TRAC Intermodal, a Stonepeak Infrastructure Partners company, in May 2021. Swan was the Executive Chair of the Center on Executive Compensation until her retirement. In 2012, she was inducted as a fellow of the National Academy of Human Resources and was also named HR Executive of the Year by HR Executive Magazine. In 2015, she was named one of the fifteen most influential and prominent women leading human resource functions.

Swan is a graduate of the University of Buffalo business school and the University of Minnesota – Minneapolis, where she graduated with a master's degree in Industrial Relations.



**Charles G. Tharp, Professor of the Practice - Management and Organizations, Boston University Questrom School of Business.**

In addition to his role at Boston University, Tharp serves as a Senior Advisor to the Center On Executive Compensation, a Washington D.C. based research and policy organization. Tharp has over 25 years of corporate experience, including key human resource positions with General Electric, PepsiCo, Pillsbury, and Bristol-Myers Squibb, where he served as Senior Vice President of Human Resources. Tharp also served as the interim Executive Vice President of Human Resources for Saks, Incorporated. Earlier in his career he served as an executive compensation consultant for the global consulting firm of Towers Perrin. Tharp has held teaching appointments at Cornell University and Rutgers University and has taught graduate level courses in executive compensation and HR leadership.

Tharp holds a Ph.D. in Labor and Industrial Relations from Michigan State University, L.L.M. from the University of Connecticut School of Law, J.D. from the Quinnipiac School of Law, Master's in Economics from Wayne State University, and a BA from Hope College where he was Phi Beta Kappa and a Baker Scholar. In 1998 Tharp was elected a Fellow of the National Academy of Human Resources and in 2010 was elected a Distinguished Fellow of the Academy, the highest honor in the HR profession. He previously served as President of the Academy.



## Johnna G. Torsone

Senior Advisor to the Chief Executive Officer  
Chair, Pitney Bowes Foundation  
Former EVP, CHRO

Johnna Torsone recently stepped down as EVP, CHRO at Pitney Bowes Inc. after over 25 years in the role. At present, she remains as a Senior Advisor to the CEO and senior team and Chair of the Pitney Bowes Foundation. In her role, she was a member of the Executive Vice President and Chief Human Resources Officer at Pitney Bowes Inc. As a member of the senior management leadership team and staff liaison for several committees of the Board of Directors, she provided important strategic and operational guidance in the human resources area. The scope of her responsibilities included the development of HR business strategies, strategic talent management and succession planning, diversity, total rewards and analytics, employee relations and shared professional and transactional services. Over the course of her tenure, the company has received recognition for its cutting-edge work on HR transformation, talent development, diversity and employee health. In 2015, Johnna was recognized by *Human Resource Executive Magazine* as one of the most powerful women in Human Resources and also received a lifetime achievement award from *HRO Magazine*.

Johnna originally joined the company in 1990 as the Senior Employment Relations Counsel. In addition to serving in her role as CHRO since 1993, she oversaw the HR Legal function until 2006. She has also served as interim General Counsel during periods of general counsel transition.

Prior to joining Pitney Bowes, Johnna was a law partner in New York City where she practiced employment and labor law for 14 years.

Johnna is a member of the National Academy of Human Resources and serves or has served in leadership positions on several non-profit boards including the Human Resources Policy Association, Fairfield County Community Foundation, Albany Law School, Westport Country Playhouse, INROADS, Stamford Hospital and served on the Board of the Health Transformation Alliance as a founding member. She was also a Governor of the American Health Policy Institute and has served on the boards of the Connecticut Business and Industry Association, and Caroline House, as well as the Connecticut Commission on Judicial Compensation.

Johnna graduated from both Vassar College and Albany Law School with honors, finishing in the top 5% of her class at Albany and serving as Managing Director of the Law Review in her last year.



# Executive Biography

## Carole Watkins

Board Member | Delta Dental Plan of Ohio, Renaissance Health Service Corporation and Franklin University(Current)  
Certified Retirement Coach/CHRO Coach (Current)  
CHRO | Cardinal Health, Inc. | (Retired 2016)



Ms. Watkins currently serves as an independent director on the board of Delta Dental of Ohio and is on the Executive and Nominating and Governance Committees. She also serves as an independent director on the board of Renaissance Health Service Corporation and serves on the Audit/Finance and the Governance Committees. In addition, she serves on the board of Franklin University and chairs the HR committee.

She is also active in a number of professional HR groups, serving on the Board of the National Academy of Human Resources (NAHR) and on the Executive Committee of the Global Peer Roundtable (PRT) for CHROs.

Ms. Watkins is also engaged in coaching new CHROs as well as Coaching Executives as they plan for retirement and succession.

As chief human resources officer (CHRO) of Cardinal Health, Ms. Watkins reported directly to the Chairman and CEO. She started with the company in 1996 and assumed the CHRO role in 2005 after progressing through several promotions, and taking on leadership positions in Human Resources and other high level corporate functions. Ms. Watkins also served on the Executive Committee and the Strategy and Innovation Council, both led by the CEO. During the time she was in the CHRO role, the company underwent several transformations, including two CEO transitions, two large divestitures, and numerous acquisitions.

As CHRO, Ms. Watkins had global and enterprise-wide leadership responsibility for all of HR, as well as Corporate Communications, Security, Real Estate, Facilities and Aviation. In addition, she played a vital role with the Board of Directors, serving as the management advisor to the HR and Compensation Committee, handling all executive compensation recommendations, attending all Cardinal Health Board meetings, and leading talent management and succession planning, including CEO succession. Cardinal Health is a highly acquisitive company, and the Board recognized that talent is critical to the success of any acquisition or other form of corporate growth. In due diligence Ms. Watkins was thus called upon by Cardinal's management team and Board to evaluate both the talent and corporate culture, and then to assist the acquired company and its leaders as it was being assimilated into Cardinal's culture and management structure. She also served on the Cardinal Health Foundation Board for many years, and as its Chair from 2001 to 2005. Prior to joining Cardinal Health, Ms. Watkins gained more than 20 years of Human Resources experience with other leading companies including The Limited, O. M. Scott & Sons and Huntington Banks.

In 2013, Ms. Watkins received two significant honors. First, she was named a Woman of Achievement by the Central Ohio YWCA, an award recognizing women who have made extraordinary contributions to families, workplaces and communities. Second, she was inducted as a Fellow into the National Academy of Human Resources (NAHR), the highest honor given to CHROs, recognizing her achievements and contributions to the profession. In addition, in 2015, Ms. Watkins received the Pillar Award as non-profit board executive of the year in Columbus, Ohio. And, in 2017 she received the HR Lifetime Achievement Award from Columbus CEO Magazine.

Ms. Watkins is also very active in the community. She serves on the Global Board of Serious Fun Children's Network (camps for children with serious illness founded by Paul Newman), and served on the board of Flying Horse Farms (one of the SFCN camps) for 10 years including 3 years as Chair. She is also a Trustee for Franklin University, where she is Chair of the Human Resources Committee. In addition, she volunteers with the American Heart Association, primarily on the Central Ohio "Go Red for Women" campaign, having chaired the 2008 Central Ohio "Go Red for Women" campaign/luncheon. She also served on the Board of Action for Children for over ten years, including as Chair from 2006 –2008, and on the Board of The Childhood League from 2010–2014.

[caroleswatkins@gmail.com](mailto:caroleswatkins@gmail.com)

614-571-8251 (cell)



## ELEASE E. WRIGHT

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Elease Wright built a successful 30-year career at Aetna Inc., a leading diversified health care benefits company, where she served as its Chief Human Resources Officer until her retirement in 2012. In her more than 25 years of human resources experience, she has held HR leadership positions in financial services, business reengineering, education, employee relations and leadership development.

In her career with Aetna, Ms. Wright helped shape what is one of the nation's most heralded business transformations. She was instrumental in attracting and retaining key talent during Aetna's difficult multi-year transition from broad-based insurer to health care leader. Her focus on both business success and attention to values and employee engagement yielded a highly effective senior team that took Aetna from a period of financial decline to one of significant, continuing success. More recently, Ms. Wright served as a consultant for RW2 Enterprises, a consulting firm that advises executives on leadership and high performance cultures.

In 2014, Governor Dannel Malloy appointed Ms. Wright to the Connecticut Board of Regents for Higher Education, which oversees seventeen statewide colleges and universities and where she serves as a member of the Board's Executive Committee, Human Resource and Education Committee, and Chairs the Audit Committee. She was reappointed to the Board of Regents by Governor Ned Lamont in 2019. Ms. Wright also is the Vice Chair of the National Academy of Human Resources board; and serves on the boards of Hartford Hospital and the Hartford Stage, an internationally recognized theater company. In the past she has served on the boards of Cornell University's Center for Advanced Human Resource Studies (CAHRS), the Human Resource Policy Association (HRPA) and the Greater Hartford Region YWCA where she served as Board President.

### Contact Information

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## Patrick M. Wright

THOMAS C. VANDIVER BICENTENNIAL CHAIR, PROFESSOR

DIRECTOR, CENTER FOR EXECUTIVE SUCCESSION



**Darla Moore  
School of Business**

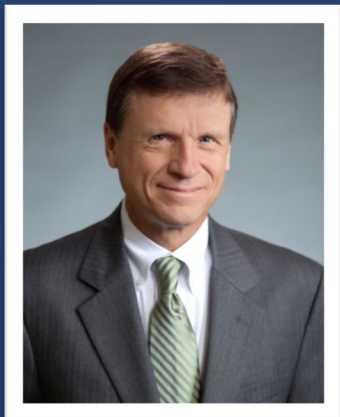
### Biography

Patrick Wright is Thomas C. Vandiver Bicentennial Chair in the Darla Moore School of Business at the University of South Carolina and the Founder and Director of the Center for Executive Succession. Prior to joining USC he has served on the faculties at Cornell University, Texas A&M University and the University of Notre Dame.

Professor Wright teaches, conducts research, and consults in the area of Strategic Human Resource Management (SHRM), particularly focusing on how firms use people as a source of competitive advantage, the changing nature of the Chief HR Officer role, and the challenges and best practices in CEO succession. He has published over 70 research articles in journals, over 60 chapters in books and edited volumes and has co-authored two textbooks and two books on HR practice. He is the past Editor-in-Chief for the *Journal of Management*, and during his tenure, JOM made it on to the FT50 list.

He has conducted programs and/or consulted for a number of large organizations. He currently serves as a member on the Board of Directors for the Society for Human Resource Management and the National Academy of Human Resources (NAHR) and is a former board member of HRPS, SHRM Foundation and World at Work (formerly American Compensation Association). In 2005 he was named a Fellow in the National Academy of HR, in 2015 he was named a Fellow in the Academy of Management, and from 2011 to 2019 he has been named by *HRM Magazine* as one of the 20 "Most Influential Thought Leaders in HR". In 2014, he won SHRM's Michael R. Losey for Human Resource Research Award and in 2017 he won the Herb Heneman Career Achievement Award in the HR Division of the Academy of Management.

*July 2019*



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202-789-8622

## Daniel V. Yager

**SENIOR ADVISOR, WORKPLACE POLICY AND CEO EMERITUS**

Dan Yager is the former Chief Executive Officer of HR Policy Association and current Senior Advisor of Workplace Policy. In his 30 years with the Association, he has become a nationally recognized expert on employment policy issues.

Mr. Yager has been involved in the legislative arena in Washington since 1976. He joined the Association in 1988 after serving six years on the minority staff of the House Education and Labor Committee, the last three of which he served as Minority Counsel. Mr. Yager has authored several books on labor relations and teaches association training courses on the law of collective bargaining and labor dispute planning. In 2014, Mr. Yager was elected a Fellow of the National Academy of Human Resources, the organization where individuals of distinction in human resources are recognized for exceptional professional achievement. He is a graduate of the University of Nebraska and received his J.D., *cum laude*, from the University of Santa Clara School of Law in 1975. He is a member of the District of Columbia Bar and the California State Bar.



Ian Ziskin, President  
EXec EXcel Group LLC



Ian Ziskin, President of EXec EXcel Group LLC, has 40 years of experience as a business and human resources leader, board advisor and member, coach, consultant, entrepreneur, teacher, speaker, and author. His client base and corporate work span the aerospace and defense, automotive, chemical, consumer products, education, electronic components, energy, entertainment, financial services, health care, high technology, information technology, manufacturing, pharmaceuticals, professional services, retail, and telecommunications industries, among others. He is the Co-Founder and Partner of Business inSITE Group (BiG), a strategic partnership focused on coaching, leadership development, and HR transformation; Co-Founder and Leader of the Consortium for Change (C4C), a community of coaches and consultants; and Co-Founder of the CHREATE Project, designed to address the future of work and HR.

Ian's global business leadership experience includes 28 years in Chief Human Resources Officer and/or other senior leadership roles with three Fortune 100 corporations – Northrop Grumman, Qwest Communications, and TRW.

He has served on numerous Boards of Directors and Advisory Boards for organizations including Humantelligence, Randstad RiseSmart, SucceedSmart, Fluenzy, Allegis Partners, Axion Health, Executive Networks, the SHRM Foundation, USC Center for Effective Organizations, USC Marshall School of Business, HR Policy Association, Center for Advanced Human Resource Studies (CAHRS) at Cornell University, Personnel Round Table, and Human Resources People & Strategy. He has also held appointments as an Executive in Residence at the Binghamton University School of Management, Cornell University School of Industrial and Labor Relations, and USC Center for Effective Organizations.

Ian has written or co-edited four books, *The Secret Sauce for Leading Transformational Change* (2022), *Black Holes and White Spaces: Reimagining the Future of Work and HR with the CHREATE Project* (2018), *THREE: The Human Resources Emerging Executive* (2015), and *WillBe: 13 Reasons WillBe's are Luckier than WannaBe's* (2011), and he is a contributing author to *The End of Jobs* by Jeff Wald (2020), *The Rise of HR: Wisdom From 73 Thought Leaders* edited by Dave Ulrich, et. al. (2015), and *The Chief HR Officer: Defining the New Role of Human Resource Leaders*, edited by Pat Wright, et.al. (2011). He has written dozens of articles, blogs, and book chapters on the future of work, HR, and leadership, as well as on coaching and HR's role with the Board of Directors, among other topics.

Ian has a Master of Industrial and Labor Relations degree from Cornell University, where he held a research and teaching assistantship based on scholastic achievement, and a Bachelor of Science degree in Management from Binghamton University, where he graduated magna cum laude. In 1988, *Human Resource Executive* magazine named Ian one of twelve "Up and Comers in HR." In 2007, he was elected a Fellow of the National Academy of Human Resources, considered to be the highest honor in the HR profession.

## **The Participants**

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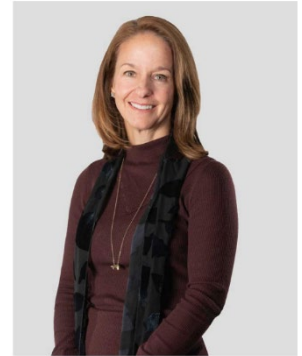
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## Liz Andora

### **Senior Vice President and Chief Human Resources Officer**



Liz was appointed to the Maxar Leadership team as 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 at Boulder with a BA in Political Science, and an MBA in Marketing and Management.



## **Suzanne Barth**

**EVP and Chief People Officer**

**617-584-4426**

**[suzanne\\_barth@hotmail.com](mailto:suzanne_barth@hotmail.com)**

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, employee relations and engagement.

Suzanne is currently the Executive Vice President and Chief People Officer at Syniti ([syniti.com](http://syniti.com)). Suzanne works closely with the Syniti CEO and executive leadership team on all aspects of the company's talent management transformation and growth strategy, leading HR due diligence and integration of mergers and acquisitions, across its global operations in the Americas, EMEA and APJ. Prior to joining Syniti, Suzanne held senior HR leadership positions at GTY ([gtytechnology.com](http://gtytechnology.com)), Draper ([draper.com](http://draper.com)) and Accenture ([accenture.com](http://accenture.com)).

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



**Brent Borders**  
**Global HR Leader**  
**FieldCore, a GE Company**

Brent is an HR practitioner with 20+ years experience across different industries, including energy, software and hardware, chemical, and power generation services. He currently serves as the Global HR Leader for FieldCore, a GE Company.

Prior to his current role, Brent was in M&A, leading the HR integration within GE's Power Services business, for the Alstom acquisition. Brent is a graduate of the GE's HR Leadership Program, and has held several progressive roles in the company, supporting a wide variety of workforce segments, such as engineering, commercial, manufacturing, and other functions.

Brent holds a Bachelor's degree in Human & Organizational Development from Vanderbilt University, and a Master's of Industrial & Labor Relations from Cornell University.

Brent resides in Atlanta, GA with his wife Julie, and they have two children Allie and Cole. Outside of work, he enjoys traveling with his family, playing sports with his children, and loves the outdoors. In 1999, he completed a thru-hike of Appalachian Trail end to end over seven months.



## **Kane Calamari**

***Senior Vice President, Chief Human Resources Officer, Ace Hardware Corporation  
& President Ace Hardware Foundation***

Kane Calamari is the Senior Vice President – Chief Human Resources Officer at Ace Hardware Corporation. Calamari rejoined Ace Hardware in May 2008 as Vice President of Retail Operations.

Prior to joining Ace, Calamari worked at Robert Bosch Tool Corporation, where he was the Senior Vice President of Sales for North America. Prior to that, he worked for Ace Hardware from 1990 to 1998 as a Retail Marketing Manager.

Calamari is also President of the Ace Hardware Foundation and a member of the Children's Miracle Network Hospitals Board of Trustees. The Ace Foundation provides support and philanthropic opportunities to its consumers, retail store owners, vendors and team members to give back to local communities through fundraising efforts for Children's Miracle Network Hospitals and American Red Cross Disaster Relief.

Calamari is also a Board Member for the U.S. Chamber and serves on the Small Business Council. He holds a Bachelor of Science degree in Journalism from the University of Wisconsin-Madison and an MBA from the Lake Forest Graduate School of Management. He and his family reside in the northern suburbs of Chicago.

# Linda Chapin

## Executive Vice President and Chief Human Resources Officer



Linda Chapin is UL's executive vice president and chief human resources officer. She leads the development and oversight of UL's global human resources team, including all fundamental aspects of its strategy and operations, training and development, and environmental health and safety.

Previously, Linda worked at Johnson Controls as vice president of human resources for the company's Building Technologies and Solutions sector, where she developed a three-year strategic road map for a large-scale merger integration, resulting in a new human resources operating model. She's also recently offered her specialized skills as a consultant to many organizations.

Linda values the importance of organizational design, development and collaboration, so she works to foster robust relationships throughout the organization, nurturing enthusiasm and employee loyalty.

Diversity and inclusion have been important to Linda throughout her career. She helped establish the Global Women in HVAC initiative to build a more diverse employee base worldwide at Johnson Controls. She also brings her global experience to UL, having lived and worked in Hong Kong, Malaysia and Australia, and now Northbrook, Illinois.

Linda attended Southern Illinois University at the Carbondale campus, where she received her Bachelor of Social Work degree. She has served as an executive for HR People + Strategy, in addition to working with the Center for Advanced Human Resource Studies at Cornell University, the International Association of Outsourcing Partners, the Human Capital Institute and the Manufacturers Alliance for Productivity and Innovation.

# Heidi Ciha



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.



**Danielle David** joined CRB in 2019 as the company's first Chief People Officer.

Headquartered in Kansas City, Mo., and with more than 20 offices in five countries throughout North America and Europe, CRB is a leading provider of sustainable engineering, architecture, construction and consulting solutions to the global life sciences and advanced technology industries. CRB's more than 1,600 employees provide best-in-class solutions that drive success and positive change for our clients, our people and our communities. The 37 year-old, privately held company has experienced unprecedented growth over the last several years.

Danielle leads the organization's people strategy with a focus on building high-performing, preeminent teams and extraordinary experiences for CRB's employees who are delivering powerful solutions for clients, every day. Acting as a creative strategist, Danielle and her team help recruit, retain and motivate a global workforce, fostering and enhancing a culture of inclusivity, collaboration, resiliency, and fun! She is passionate about building capacity and scalability in the delivery of HR services across the organization as the company evolves.

Danielle received a BS Degree from Johnson & Wales University in Providence, R.I., and an MBA from Rockhurst University in Kansas City. She was recognized as a top 10 finalist for the CBiz Women Transforming Business Award in 2020 and holds her Senior Professional in Human Resources certification (SPHR) from SHRM and is a Certified Diversity Executive (CDE) through The Diversity Movement.

Prior to joining CRB, Danielle worked for Black & Veatch corporation for 12 years, serving as a Director of Human Resources for the company's global Power and Oil & Gas divisions. Personally, Danielle and her husband, Rich, live in a suburb of Kansas City with their daughter, Andi, soon to be a Kansas State Wildcat in the fall. She and her family enjoy traveling, cooking, hiking and watching high school, and soon, college sports.



## 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.



# Aaron Falcione



Chief Human Resources Officer - Organon

As Organon's Chief Human Resources Officer, Aaron Falcione is focused on building a "culture-first" company that attracts the best talent, fosters an environment where all employees have a sense of belonging and can wholeheartedly embrace Organon's values. With diversity, equity and inclusion at the core, Aaron leads a team of Human Resources professionals around the world who are responsible for all aspects of the Organon employee experience, including performance and change management, succession planning, learning and development, and compensation and benefits.

Most recently, Aaron served as Vice President, Human Resources at Merck with global responsibility for the Commercial organization. He previously led HR for the company's emerging markets and then all markets outside the United States. Prior to Merck, Aaron worked as Vice President of Human Resources for Siemens AG and served in roles of increasing responsibility within PricewaterhouseCoopers' mergers and acquisitions services practice.

Aaron received a bachelor's degree from University of Maryland and a master's in industrial psychology from Kent State University.

# Vivian Farris

Chief People Officer  
Symend



## **Bio:**

### **Short form:**

Vivian is a people and culture expert with 20+ years of experience building high growth teams with offices dispersed across Canada, the US and Europe.

### **Long form:**

Vivian is the Chief People Officer at Symend. She is a people and culture expert with over 20 years of experience building high performance teams with offices dispersed across Canada, the US and Europe. Before joining Symend, Vivian held senior leadership roles at some of Calgary's first and fastest growing tech companies including Image Club Graphics, Eyewire, Veer and, most recently, Benevity. Vivian is passionate about helping build a culture where people can do their best work, feel valued and see opportunity for growth.

Symend is experiencing a period of hyper-growth which is a massive undertaking and a rare opportunity, especially when it comes to building teams. Vivian's expertise in rapid recruitment and international expansion will support Symend, as its hiring surge is projected to continue through the end of 2021, to keep up with customer demand. Vivian will guide the evolution of the culture so that Symend becomes the employer of choice for the best talent in the industry.

# 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.



## **Gina Fitzsimons**

Gina Fitzsimons is Senior Vice President & Chief Human Resources Officer at Hexcel. Prior to her appointment to CHRO in January of 2022, Gina spent over two years leading Total Rewards and Talent for the company. Before joining Hexcel, Gina spent ten years with Avon Products, Inc. where she held various roles including Group Vice President – Global Total Rewards and Human Resources Business Partner. Earlier in her career, Gina held global compensation and business development roles at Reader's Digest and compensation positions at Citigroup. She began her career in human resources as a compensation consultant at GE Capital. Gina has a degree in business management from Fairfield University and an MBA with a concentration in organizational behavior and human resources management from Baruch College at the City University of New York.



## **Amy George SVP HR, Chief Human Resources Officer**

Amy George was named SVP HR, Chief Human Resources Officer at Terex Corporation, a \$4 Billion global manufacturer of aerial work platforms and materials processing machinery, in December 2019. In this role, she is responsible for leading the global HR function, the global HSE (Health, Safety and the Environment) function and Corporate Communications. Prior to her role as CHRO, she was the Chief Talent and Diversity Officer at the company, leading global talent acquisition, learning and development, succession planning, team member engagement, HR systems and processes, and internal communications. In that role she was a member of the Executive Leadership Team and she continues in that capacity as the CHRO. She is focused on building a world class HR organization that proactively enables the business to exceed its objectives.

Prior to joining Terex in 2007, Amy was employed by PepsiCo for ten years, and held a variety of leadership roles in Human Resources, culminating in her position as Vice President, Global Diversity. Prior to that, Amy was employed for ten years at James River Corporation, now Georgia Pacific, where she held management positions in a variety of functions, including Sales, General Management, Customer Administration and Human Resources. She began her career in Human Resources at Chesebrough-Ponds.

Amy holds a Bachelor of Arts degree from Brown University and a Masters in Business Administration from the Johnson School at Cornell University. She is married, with 2 sons and a daughter. Amy was recently named to the Board of Directors of Peckham Industries, a materials supply company for highway and building construction. She is an active volunteer in her community and has been a member of the Board of Directors of the Boys and Girls Club of Stamford since 2012. She is also an emeritus member of the Advisory Council at Cornell's Johnson School.

## **Patrice Graves**

EVP & Chief Human Resources Officer



As CHRO, Patrice Graves is responsible for all aspects of NCR's global human resources strategy, including talent strategies, employee experience, performance management, leadership development and global workforce rewards, care, and wellbeing. Leading the human resources functions globally, she ensures NCR continues to build a culture that attracts, retains and develops the best team to execute our NCR as a Service strategy.

With nearly two decades of experience in technology and services, Patrice was most recently Chief People Officer of the Americas at DXC Technology where she was instrumental in developing the workplace of the future and building a culture of innovation. Prior to DXC, her career includes HR leadership roles at AECOM, Raytheon Company, and AlliedSignal/Honeywell.

Patrice is a member of the Atlanta CHRO Community and the CHRO Board Academy. She holds a bachelor's degree in business from Loyola University of Chicago and an MBA from Indiana University.

**Michele Grazulis is the Vice President and Chief Human Resources Officers at Northeastern University.**

In her role, Michele has been tasked with developing human resources services and functions throughout Northeastern's global network, which includes campuses in London, Toronto, Vancouver, Seattle, the Bay Area, Oakland, CA, and Charlotte, NC; Massachusetts campuses in Boston, Nahant, and Burlington; and the Roux Institute in Portland, Maine. Globally, the university employs 7,000 faculty, staff, and research scientists.

Michele has led the implementation of the university's new electronic human resources infrastructure, Workday, which aims to unite a plethora of employee services into a single platform.

A priority for Michele is to increase diversity in faculty and staff at the university. She is working to identify existing talent from underrepresented groups and invest in them. And is spearheading recruitment efforts that will broaden opportunities for talent from all backgrounds to contribute to and thrive at Northeastern.

In a career that has spanned over 20 years, and included for-profit corporate settings such as Xerox, and healthcare systems such as Unity Health System, and Rochester Regional Health System, Michele has been a thought leader, and change agent for organizations at the forefront of their industries.

Michele holds a Bachelor of Sciences degree in Economics from Siena College. She and her wife, together with their dog Daphne, relocated to the Boston area in 2020. Michele is a proud mom to two wonderful kids, each embarking on their own professional journeys.







**Claudia Healy**  
**Chief Human Resources Officer**

Claudia Healy is the Chief Human Resources Officer for the STO Building Group, a family of construction management companies headquartered in New York City.

As CHRO, Claudia oversees STO's global HR program, as well as serves as a key advisor to the organization's executive management team on a number of initiatives, ranging from mergers and acquisitions to diversity and inclusion. She is also an executive participant on the STO Building Group Board of Directors and a member of its HR & Compensation Committee.

Before joining STO, Claudia spent over two decades in Human Resources, most of that time at Verizon. She has experience leading nearly every human resource function and has also helped manage the integration, onboarding, and retention processes of various mergers and acquisitions.

Claudia earned both her MBA in Human Resources and undergraduate degree in Business Management from Fairleigh Dickinson University. She was named to the Silberman College of Business's "50 under 50" top alumni business leaders in 2015. Claudia is an Executive Advisory Council member for Seton Hall University's Stillman School of Business Leadership Development Program and serves on Evanta's New York CHRO Governing Body.

Claudia is an Army brat. She was born in Izmir, Turkey. During college, Claudia played four years of varsity field hockey and softball for the Devils. She's since hung up her cleats and exchanged them for a Canon Camera enjoying capturing those magical moments with family and friends.



**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.



**Debra Howard** is Qorvo's corporate vice president and chief human resources officer, responsible for developing and implementing the people strategy that supports the company's overall business strategy. She has a broad background in business and corporate HR functions and significant global human resource experience, including an expatriate assignment in Asia.

Ms. Howard was previously with NXP where she was senior vice president of human resources for Technology and Operations, and successfully created and implemented talent strategies while leading complex cultural change initiatives. Her semiconductor industry experience includes 15 years with Texas Instruments in several HR leadership roles.

Ms. Howard earned a Masters in Human Resources and Industrial Relations from the University of Illinois, and a BA in Psychology and Human Resources from Michigan State University.

# 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.





**Emily Anne Kain** serves as Stewart Title's Chief Human Resources Officer. She is responsible for the people side of the business, focusing on the development and execution of the broader human resource and talent strategies, and also leads the corporate communications and community relations functions. Emily serves as an essential member of both Stewart's DE&I Council and ESG Committee.

Emily joined Stewart in 2014 as the manager of employee onboarding and immediately made a positive impact on the organization by enhancing and re-engineering the hiring and onboarding processes, employee experience and employee referral program, and developing and launching the Stewart Celebrates global recognition program. Upon appointment to the CHRO role, she immediately focused on leading the organization in the areas of talent management, organizational design and succession planning, performance management, inclusion and diversity, total rewards, and all aspects of HR operations transformation. Prior to joining Stewart, Emily worked in public accounting and held multiple human resources positions in both the professional services and oil and gas industries. She draws on experience from both domestic and international roles of increasing scope and responsibility and has applied her extensive experience to advancing Stewart's HR function and strategy in support of the overall business plan and strategic direction of the organization.

She holds a bachelor's degree in accounting from Louisiana State University and a master's degree in accounting, with a concentration in internal audit, from the University of New Orleans. She also completed the Executive Education, Emerging Leaders Program at Rice University in 2011.



## Maral Kazanjian

She/Her

*Chief People Officer*

Moody's Corporation

New York, United States

+1.212.553.3422

[maral.kazanjian@moodys.com](mailto:maral.kazanjian@moodys.com)

Maral Kazanjian is the Chief People Officer of Moody's Corporation – she is also a member of the Executive Leadership Team. In this role, Ms. Kazanjian is primarily responsible for setting and overseeing the execution of the Company's strategy to attract, grow, and retain extraordinary talent in service of our business.

Ms. Kazanjian previously served as Chief People Officer for WeWork, where she led the People team and oversaw talent-related strategies, operations and workforce planning for 4,000 employees, in over 30 countries globally. From 2019 to 2021, Ms. Kazanjian held various people leadership roles at WeWork, leading into her role as Chief People Officer. Prior to that, Ms. Kazanjian worked at Moody's for 11 years, in the Human Resources and Legal organizations, overseeing the Employment Law and Employee Relations teams.

Ms. Kazanjian holds a J.D. from the Rutgers School of Law-Newark and a B.A. in government and psychology from Georgetown University.

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**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.





**Jeff Krautkramer** serves as Chief Human Resource Officer at Madison Indoor Air Quality.

In his current role, he is responsible for leading Madison IAQ's overall human resource strategy, leadership development, diversity and inclusion, and serve as a resource for all Madison IAQ companies. Driven by his passion for talent, he takes pride in partnering across the company to build and develop best in class team teams.

Jeff began his professional career with General Electric as a member of the GE HRLP program. Over the next 25 years. He took on positions of increasing responsibility including Chief Human Resources Officer at Starkey Hearing and serving numerous senior HR positions for IDEX Corporation, including Vice President of HR, where he supported senior leaders in talent, segmentation and operations. Additionally, he held HR leadership roles at Dunkin' Brands, Accretive Health, and Bank of America.

He graduated from the University of Minnesota, with a Bachelor of Science in psychology and went on to receive a Master of Human Resources and Labor Relations from Michigan State University, in 2000.

Jeff is actively involved in the human resources community and serves on the alumni board of directors for Michigan State University's School of Human Resources and Labor Relations. He is also an active member of the Minneapolis HR Executive Forum and volunteers his time as the chair of the School Advisory Board at St. Hubert Catholic School.





## **Earl Major**

**Vice president of human resources**

**Delta Dental Michigan, Ohio and Indiana**

Earl Major, vice president of human resources, joined Delta Dental of Michigan, Ohio and Indiana in January 2020. Major is responsible for oversight of the human resource department, establishing and executing an integrated people strategy, translating business goals into human resource strategies and ensuring the company's community involvement is aligned to Delta Dental's employer brand. He focuses on talent attraction, retention and creating initiatives to develop current employees' skills while leveraging their individual talents and passions for future potential.

Prior to his current role, Major held numerous roles in the pharmaceutical and health insurance industries.

Major currently serves on the Board of Directors for Shepherd of the Hills Lutheran Church in Brighton, MI, and is a member of the Children's Trust Fund Board for the State of Michigan.

He earned his Bachelor of Arts in Industrial/Organizational Psychology, and Master of Science in Organizational Behavior and Human Resources, both from Purdue 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.



**Sally Massey,**  
Chief Human Resources Officer

Sally Massey is Chief Human Resources Officer for Colgate-Palmolive, a global consumer products company operating in 200 countries and territories, employing over 35,000 people worldwide. Colgate's global brands are some of the world's most recognizable household names, focused in four categories, oral care, personal care, home care and pet nutrition.

As CHRO, Sally works in close partnership with the CEO and senior leaders, focusing on Colgate's strategic priorities in digital acceleration, culture change to enable new ways of working and innovation, and new, more flexible organization design. Sally provides leadership to the company's Diversity, Equity and Inclusion strategy, supported by Colgate's Chief DE&I officer. As leader of the HR Function, Sally supports the global community of human resource professionals including HR business partners and HR specialists in total rewards, organization development, talent management and development, learning, people analytics and workforce planning.

Sally joined Colgate in 2000. In her 22 year Colgate HR career Sally has held a variety of both global and operational role, including in the Product Supply Chain, the Latin America and Europe/South Pacific Business Divisions. She served as the HR leader for Global Marketing and Customer Development functions. Her work in the North America business included, driving strategic and operational programs for businesses in the U.S., Canada, Tom's of Maine and Colgate Oral Pharmaceuticals. Most recently, Sally served as the Vice President, Global Human Resources for Colgate-Palmolive, leading total rewards, people analytics, learning, organization development, global career mobility and talent development.

Sally holds a B.A. degree from Bowdoin College and a Master's Degree, with a focus on human resources, from Cornell University.



## **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.



## **Wendy Mullen**

**Managing Director, Chief Human Resources Officer**

**31+**

**Years of  
Experience**

**4+**

**Years at First  
Manhattan Co.**

Wendy Mullen is a Managing Director, the Chief Human Resources Officer, and a member of First Manhattan Co.'s Management Committee. She has experience in campus recruitment, program management, staffing/ recruiting, and as a senior human resources generalist covering investment banking, capital markets, equities, research, the office of the CFO, and private banking. Prior to joining First Manhattan in 2017, she worked at Credit Lyonnais, Swiss Bank (UBS), Goldman Sachs, and Bank of America.

Wendy holds an MBA in Finance from the University of San Francisco and a BS in French Translation and Technical Writing from The Pennsylvania State University. She lives in New York City with her husband and two sons.



Coley O'Brien joined Wendy's in 2007 and has served as Wendy's Chief People Officer since March 2018.

He's passionate about making Wendy's a great place to start, build or spend a career – a vision he implements through focused leadership of our company culture, talent development, and diversity and inclusion efforts.

Coley leads the HR strategy, innovation, integration, and execution of people systems and programs. He has overall accountability for Talent Acquisition, Employee Experience, Diversity, Equity & Inclusion, Talent & Organization Effectiveness, Change Management, Total Rewards, Training and Corporate Services.

During his time at Wendy's, Coley is most proud of being recognized for top quartile performance in employee retention and engagement relative to QSR peers, implementing a new employment branding strategy leveraging an extensive digital recruitment campaign, establishing an Office of Diversity, Equity and Inclusion, implementing our Top 200 General Manager program to recognize the best of the best GMs across the Wendy's system, and creating an HR Forum for corporate and franchise HR leaders to connect and share best practices for achieving great cultures.

Coley has served on the board of directors for the Women's Foodservice Forum since January 2021, and serves as a trustee of the Dave Thomas Foundation for Adoption. He also oversees all of the Company's Employee Resource Groups in partnership with their executive sponsors.

Prior to his tenure with the Company, Coley worked at Sears Holdings Corporation for five years, where he served as Director of Retail Training. He began his career with Arthur Andersen LLP, as a Senior Consultant specializing in global learning strategies and training development for large organizations in the retail, telecommunications, energy and pharmaceutical industries.

Coley earned a Bachelor of Science in Education and a Master's in Instructional Systems Technology from Indiana University. He is certified as a Senior Professional in Human Resources from HRCI, has completed the CHRO Executive Education Program through Cornell University, and is an active member of the HR Policy Association.



## **Jami Painter, Ed.M., SPHR, SHRM-SCP**

***Senior Associate Vice President and Chief Human Resources Officer  
University of Illinois System***

Since 1993, Jami has worked in human resources in both the private and public sectors with progressive leadership in both strategic and operational areas of human resources, the last 21 years at the University of Illinois System. She is currently the Senior Associate Vice President and Chief Human Resources Officer where she serves as the principal HR advisor to the Board of Trustees, President and Vice Presidents. She also provides strategic oversight of the System Human Resource Services organization, including: system-wide HR policy and compliance; benefits and leave administration; employee engagement and wellness programs; diversity, equity and inclusion policies and programs; information management and institutional reporting; organizational effectiveness and training and development; workplace investigations and grievances; labor relations; human resource systems administration; and talent acquisition and management. In her role she represents the University of Illinois System with the Big 10 Academic Alliance Chief Human Resources Officers and the Association of Research Universities HR Institute.

Jami graduated from Eastern Illinois University with a bachelor's degree in Business Management and from the University of Illinois Urbana-Champaign with a master's degree in Human Resources Education. She is also a graduate of the *University Administrative Fellows Program* and the Harvard University Management Development Program. She maintains a Senior Professional in Human Resources (SPHR and SHRM-SCP) certification. In 2008 she received the Central Illinois Business Magazine's 40 Under 40 Award and in 2018 was featured in *Profile* magazine. She has also contributed to publications for Academic Impressions. She is former president of the local Society for Human Resources Management (SHRM) chapter, Central Illinois Human Resources Group (CiHRG) and was secretary, vice chair, and chair of the Illinois Higher Education Consortium on Human Capital. She also served on the board of directors for Illinois SHRM and Illinois College and University Professional Association for



Human Resources (CUPA-HR) and is currently on the national CUPA-HR board. She is a graduate of the 2018 Leadership Illinois (LI) class and received the 2019 Recruitment Award. As an LI alum, she has served as VP of Membership, Selection Committee Chair, Power of Individual Conference Co-Chair, President-Elect, and President.

Jami is the spouse of an Electrical Contractor and mother of two boys who are both attending the University of Illinois Urbana-Champaign – a freshman studying community health and a graduate student studying economic and public policy. In her spare time she enjoys exercising and traveling and is the co-founder of the St. Joseph Santa 5K Run/Walk that is in its fourth year and has donated over \$10,000 to local charities.



## **Katelyn Petti Hokenberg**

### **Global Human Resources Executive & Diversity Champion**

Katelyn is a dynamic people leader with over two decades of progressive human resources practice, building, growing and leading domestic and international teams. She is valued by business leaders for providing strategic HR direction to optimize performance, people, process, and culture.

Katelyn began her career in sales training with Bloomberg, L.P. in New York. Following her time at Bloomberg, Katelyn led the Trader Training Program at Spear, Leeds & Kellogg, a division of Goldman Sachs. In addition to training traders on the New York and American Stock Exchanges, she built her leadership experience in multiple areas of human resources and as a Human Resources Business Partner and leader for finance and technology companies throughout the next several years.

Katelyn currently serves as the Chief Talent & Culture Officer with Loparex, LLC, the world's leading developer and producer of release liners and engineered films. In her role with Loparex, Katelyn leads the global human resources team, representing over 2,000 employees in four global regions. She is passionately focused on growing best in class talent acquisition & talent development centers of excellence, building a globally inclusive culture, and leading the Loparex organization to become established as an employer of choice.

Previously, Katelyn served as the Chief Human Resources Officer, for Discovery Life Sciences (DLS), where she leveraged her dynamic style to grow and lead their international business. In 2021 under Katelyn's leadership, DLS grew its employee base by 50% through organic talent and business acquisition, with the company achieving 30% YOY revenue growth.

Prior to joining DLS, Katelyn led the global organizational development efforts for Merz Aesthetics. Her accomplishments include launching the Merz Success Center and the Merz Leadership Academy, the company's first e-learning platform and internal leadership development program. During her tenure, Merz Aesthetics became recognized as a Best Places to Work in 2019 & 2020, Healthiest Employer the #1 Fastest Growing Company in the Triangle region. A champion of diversity, equity & inclusion, Katelyn founded and lead the Women's Leadership & Diversity Network & Merz Cares philanthropic team.

Katelyn obtained her Bachelor of Arts from Drew University and a Master of Science from Fordham University's Graduate School of Education. She obtained her Business Coaching Certification from North Carolina State University and holds Senior Professional Human Resources designations from SHRM and HRCI. A lifelong learner, Katelyn has recently attained her CPTD certification (Certified Professional Talent Development) through ATD and is pursuing her CDE, certification (Certified Diversity Executive).

Katelyn holds several Board positions including Future of Talent in Pharma Global Advisory Board, Executive Leadership Team, Go Red for Women; the American Heart Association, and is a member of the Triangle Chief Human Resources Officer Association.

Katelyn's achievements in workplace culture and developing diversity and global inclusive programs have been featured in global publications including Yahoo Finance, Padova News and Notimerica. Katelyn was featured in Healthcare Leader Magazine, Summer 2020 edition and has presented keynotes for Xtalks Webinars and for the LEAP HR Life Sciences and HR Life Sciences conferences.

Katelyn resides in Raleigh, North Carolina with her husband and two children. Katelyn enjoys devoting her free time to fundraising and volunteering for women and children's organizations. Katelyn is an avid runner who has completed several marathons and long-distance races. She enjoys watching her children's teams and activities, cheering on her beloved Boston sports teams, bike riding and traveling to warm climates.



**Carmen Rando Bejar**  
**Chief People Officer**

Carmen Rando Bejar is Chief People Officer, a position she assumed in April 2022.

Prior to this role she held various headquarter and senior management positions in drilling and measurements across North and South America, and the Middle East. These roles spanned line management, operations integrity, and global operations resource planning. Most recently, Rando Bejar was vice president of Global Business Services for Schlumberger.

The early years of Rando Bejar's career were spent in engineering and manufacturing before moving into operations support in 2007 in India. Following this she was appointed Asset Manager for the Middle East and Asia, based in Dubai.

She began her career in 2001 as a Wireline Project Engineer in Clamart, France.

Rando Bejar holds master's degrees in electrical engineering from the Universidad Pontificia de Comillas in Spain, and in Business Management from Heriot-Watt University in UK, and a 'Diplome de Specialisation' in Energy Systems from Supélec-Paris.



**Heather Ray** is the Chief People & Talent Officer at the *Mark Anthony Group of Companies* based in Vancouver, Canada. Mark Anthony is one of North America's most diversified and successful private companies focused on the beverage alcohol sector, creating world class brands such as *White Claw Hard Seltzer*, *Mike's Hard Lemonade* and *Mission Hill Family Estate Winery* to name a few. Heather leads the People Operations & Communications function across multiple businesses and international geographies partnering with business unit and subsidiary leadership; ensuring programs that attract, retain and develop top talent; and driving a high performance, highly engaged culture. A seasoned project leader, she has also led various major organizational evolutions including creating new business entities and routes to market; and has been a key change agent in mergers, acquisitions, and divestitures. Heather is a passionate champion for developing women across the organization, including hosting regular panel discussions, and mentoring of high potential female leaders.

Prior to her role at Mark Anthony Group, Heather built a progressive HR career with *PepsiCo* in both Calgary and Vancouver. She has a Bachelor of Commerce in Organizational Development and Labour Relations from the University of British Columbia and is a Certified Human Resources Professional.

Heather is a mother of two amazing children with her husband Justin. A member of *Sweet Scarlet*, an award-winning, self-directed a cappella vocal group, she can often be found rehearsing and performing across British Columbia. Heather thrives on getting things done, performing, entertaining friends, travelling with family, and making the absolute most out of life.



**Joanne Rodgers**  
Senior Vice President  
Head of HR  
New York Life

Joanne Rodgers is a Senior Vice President and is the head of HR responsible for all talent related strategy, policy and operations. Prior to this, Ms. Rodgers was responsible for HR Operations, Compensation, Benefits, Employee Relations, Security & Sr. HR Business Partner for Corporate. Prior to this role, she was Senior HR Business Partner at New York Life from 2015-2018 supporting the President of New York Life and the Insurance and Agency Group – the largest business in the company with over 5000 employees. Ms. Rodgers was responsible for providing strategic guidance on human resource-related matters to help the business meet their objectives, and partnered closely with all areas of HR. In addition to her role as a business partner, she played a critical role in the development of HR strategy, and has led process improvement initiatives across the department.

From 2012-2015, Ms. Rodgers was the Chief Diversity Officer (CDO) of New York Life. In this role she was responsible for the development and execution of the company's diversity strategy, with emphasis on the areas of talent recruitment, development and retention. Ms. Rodgers worked closely with New York Life's senior executives, department managers, HR professionals and employee resource groups to ensure that diversity initiatives were fully aligned with business strategies and goals.

Ms. Rodgers played a leading role on the company's Corporate Strategy team from 2010-2012, prior to becoming CDO, identifying and advancing key themes of strategic importance, managing the corporate business planning cycle, and leading a variety of strategic initiatives. She also served as the chair of the Women's Leadership Program at New York Life, an employee resource group that develops programs to strengthen leadership skills and maximize career opportunities for women at the company.

Ms. Rodgers joined New York Life in 1994 and worked in the Corporate Compliance Department until 2010, where she held positions of increasing responsibility and ultimately managed a team of over 60 employees. Her responsibilities included compliance oversight of the Company's two broker dealers (NYLIFE Securities LLC and NYLIFE Distributors LLC), its investment advisory subsidiary (Eagle Strategies LLC) and its international operations. She was a member of FINRA's Social Networking Task Force, which helped to shape the rules governing the regulatory oversight of this fast-growing communications medium, and she has been a keynote speaker at various industry events.

Prior to joining the Company, Ms. Rodgers worked as an examiner at the NASD (now FINRA). She is a Graduate of Franklin & Marshall College with a BA degree in Business Administration. She resides in New York City with her husband (Nick) and two kids (Nicole and John).



**HIRE RIGHT<sup>®</sup>**

**JULIE ROMERO**  
**Chief HR Officer**

Julie Romero joined HireRight in 2022 and is responsible for leading the global HR function, including supporting the substantial business transformation and modernization. She is a key member of the executive team, and a trusted partner to the CEO. Julie is particularly passionate about leveraging the strategic power of the HR function beyond the classic definition of the role.

Prior to joining HireRight, Julie served as Global Succession & Development lead at WPP. She also enjoyed making an impact at Navigant, where she led Human Capital for their Healthcare segment; Accenture, where she worked in HR as a global Talent Strategist; Accenture Consulting as a Talent & Organization Performance Manager; and at Disney as an Organization Development internal consultant.

Julie holds a Master's Degree in Organization Development from Bowling Green State University and BA in Psychology from Ohio University. Julie lives in Dallas, Texas with her husband and two teenaged boys. When she's not watching them play various sports, she serves as a board member for the PTA and booster club, coaches volleyball, and enjoys golf, yoga and reading.



## LAND O'LAKES, INC.

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**Quote:** "I'm proud of this organization. At Land O'Lakes, talent is our competitive advantage and core to our success. As we continue to transform our business and leverage the strengths of the enterprise, we are making a difference for our members, customers, communities and our most important asset – our employees."

### Julie Sexton

#### Senior Vice President & Chief Human Resources Officer

Julie serves as senior vice president and chief human resources officer (CHRO) for Land O'Lakes, Inc. where she leads the enterprise talent strategy. Known for providing innovative and agile human capital expertise, Julie also oversees HR business partnerships, integrated Talent Acquisition and Management strategies, Diversity, Equity & Inclusion, HR Solutions and Operations, Organization Effectiveness, and Learning & Development.

Julie has nearly 30 years of human resources experience, most of them at Land O'Lakes. After early career stints at Mercy Hospital and Cargill, she joined Land O'Lakes in an Industrial Relations role. She followed that position with valuable HR experiences across the enterprise, including HR Business Partner roles with the business units, Dairy Foods and WinField United, and most recently leading Talent Management and the HR Centers of Excellence.

#### Education

University of St. Thomas  
B.A. Business Administration-HR concentration  
MBA-Human Resources

#### Experience

Land O'Lakes, Inc.  
Cargill  
Mercy Hospital

#### Industry leadership

MN Chief Talent Officer Roundtable  
Human Resources Executive Council (HREC) board member  
University of Minnesota, Executive Education Advisory Board member



## **Stephanie Shaw**

### **Chief Human Resources Officer**

Ms. Shaw is Chief Human Resources Officer for GAF, North America's largest roofing and waterproofing manufacturer, a company that has protected homes, businesses, families and communities for over 130 years. With 32 manufacturing plants in the United States and more than 3,700 employees, GAF provides a wide range of innovative, customer-driven solutions to homeowners, business owners and contractors.

Ms. Shaw was named Chief Human Resources Officer in May, 2021. She brings a wealth of varied experience to her role, gathered from her years of experience leading professional, leadership and management development; onboarding; diversity and inclusion initiatives across several industries. Prior to GAF, Ms. Shaw was responsible for Internal Communications and Talent Strategy at BlackRock, the world's largest asset manager, and was the Global Head of Professional Development at Morgan Stanley.

Ms. Shaw holds a BA in Behavioral Science from Drew University and an MS in Technology Management from Stevens Institute of Technology.





## **Michelle Smith**

### **The Larry H. Miller Company**

Michelle Smith became Chief People Officer for the Larry H. Miller Company (LHMCO) in April 2022. In this role, Michelle will lead the organization's People & Culture strategy, support each portfolio company's People & Culture executives, assist in the successful integration and onboarding of newly acquired businesses, and help ensure the LHM companies remain the best place in town to work.

Before joining LHMCO, Michelle was the Chief People & Culture Officer for the Utah Jazz and helped lead the transition to new ownership with Smith Entertainment Group. With more than 20 years of experience in various functional roles, Michelle is a crucial contributor to the LHMCO executive leadership team and the Larry H. Miller Board of Directors.

Michelle is the mom of four kids and a puppy. Born and raised in Colorado, she loves to be in the mountains and enjoys hiking, skiing, and golfing.



**Elizabeth Spence**, Executive Vice President, Human Resources, joined Graphic Packaging in April 2022. Prior to this she was Chief Human Resources Officer at Gypsum Management and Supply, following her role as Vice President of Human Resources at Assurant. Ms. Spence is a seasoned human resources executive, having also spent time at The Coca-Cola Company and AT&T. Ms. Spence earned a Bachelor of Science and Master of Education from Vanderbilt University as well as an MBA from Georgia State University's Robinson College of Business.

# Kim Sullivan, Global Chief People Officer



## Transformation Strategist | HR Thought Leader

Not every human resource executive can transform an HR organization to help lead through fast growth and engagement while integrating augmented strategies to help position a company for further transformation. This is Kim Sullivan's signature offering as a Chief People Officer. 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. As the Chief

People Officer at Concentrix, she modernized the People Solutions (HR) function by implementing a new HR service delivery model, redesigning, eliminating, and repositioning roles, and implementing a digital HR strategy to address short long-term business needs. She has also held senior management positions at Kaiser Permanente Washington, The University of Texas System, Walgreens, and Marathon Oil Company.

Kim is a thought leader in all things transformation, business transformation, HR transformation, and transforming organizational culture. She is passionate about elevating HR team performance to ensure people and culture strategies enable a company's value agenda. She holds a master's degree in human resources development from the University of Houston and a bachelor's degree in speech communications and organizational psychology from Texas Southern University.

### Expertise and Super Strengths:

- Operationalizing Organizational Culture
- Business and HR Transformation
- Environmental, Social, and Governance (ESG)
- Executive Compensation and Governance
- Strategic Workforce Planning and High Growth Recruiting
- High-Growth Recruiting
- Leading, Transforming, and Building at Scale

### Board Affiliations:

University of Houston College of Technology Advisory Board  
[GREYCROFT](#) HR Council (VC Firm) – HR Council Member

### Awards and Recognition:

- [Top 10 HR Professionals Award](#), 2021, 2022 – On Conferences
- [Best HR Team](#), 2021, 2022 – Comparably
- [Savoy 2022](#), Most Influential Blacks in Corporate America Savoy – Savoy Magazine
- Inspiring HR Communications, 2021 – Brandon Hall Excellence Awards

## 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](#)

[Self Awareness and Authenticity: The Keys to Your Success](#)

[CHRO Perspectives: CHRO and the Board](#)



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



**Ben Topercer** joined Enerpac Tool Group as the Executive Vice President and Chief Human Resource Officer in February 2022 and leads overall global HR function across our company, including our global Health, Safety, Security, Environment, and Quality (HSSEQ) organization as well as the Diversity, Equity, and Inclusion (DE&I) initiatives. Prior to joining Enerpac, Ben was the Chief Human Resource Officer for Vantage Specialty Chemicals. Prior to Vantage, Ben developed his career in positions of progressive responsibility at Henkel, Eaton, Rexam, and Premier Farnell with the common goal of developing a business-first HR solution to help the organization meets its objectives. He has led teams across multiple disciplines of human resources in international manufacturing businesses. Ben holds a bachelor's degree in Business Administration with a minor in International Business from the University of Wisconsin – La Crosse and a MBA with an emphasis in HR from Marquette University.



## **Lisa Tyree**

Lisa Tyree is the SVP and Chief Human Resource Officer at MiTek a Berkshire Hathaway company in St. Louis. She has over 20 years of progressive, public company Human Resources experience. During her career, Lisa has served as a strategic executive team member and HR business partner across multiple industries including Motorola, PepsiCo and Advance Auto Parts. She has successfully led talent development, cross-functional succession planning, organizational design, university relations, compensation and incentive plans, and reward and recognition programs. Lisa lives in St. Louis with her husband Eric and has two teenage daughters.

**John Wallis**

Vice President, Human Resources  
Precision ADM

John Wallis builds and leads the Precision ADM team as Vice President of Human Resources. Mr. Wallis is registered with the Society for Human Resource Management as a Senior Certified Professional (SHRM) and joins Precision ADM with over 13 years of Senior Human Resource experience in different sectors including pharmaceuticals, transport and logistics, and manufacturing.



**John Whelan**  
**Vice President & CHRO**  
**Yale University**

John Whelan was recently appointed in August 2021 as the vice president for Human Resources at Yale University where he leads a team of 200 HR professionals. Before this new role, John was the vice president for HR at Indiana University and had been IU's chief human resources officer since June 2014. During his seven years at IU, he built a stronger and more strategically focused HR function, improved HR's process efficiency and customer service, and increased the engagement of IU's 23,000 employees across the school's seven campuses.

Prior to IU, John was the vice president and CHRO at Baylor University. He has also held HR leadership positions at the University of Notre Dame, Bristol-Myers Squibb, The Gillette Company, and Brown Brothers Harriman & Co.

John earned a BA and JD from the University of Notre Dame. He is a past member of the national board of directors for CUPA-HR (College and University Professional Association for Human Resources) and served as the board's chair. He currently serves on the board of the American Research Universities- HR Institute. John is a member of the Massachusetts bar association.

development, and organizational design over the course of his career in each of the organizations in which he has been member.

Kevin's industry experience includes a stint with generic drug-maker Mylan, where he was Vice President of Global HR Business Operations, and was also Chief People Officer and Global Head of Human Resources at The Ladders.com.

When not focused on all things HR, he can be found trying to play golf, volunteering on alumni advisory boards for his *alma mater*, Cornell University, and enjoying time with his family.



# Eugene Whitlock



As UC Berkeley's Chief People & Culture Officer (Assistant Vice Chancellor), Eugene leads a 75-person human resources department including talent acquisition, people and organization development, employee and labor relations, total rewards, diversity equity, inclusion and belonging, and human resources information systems. Eugene also serves on the governing board of the American Research Universities-Human Resources Institute. During his time at UC Berkeley, Eugene has emphasized the creation of a workplace where everyone can be themselves and feel like they belong.

Prior to UC Berkeley, Eugene served as the Vice Chancellor, Human Resources and General Counsel for the San Mateo County Community College District. Eugene is most proud of his work to infuse equity into the hiring process by rewriting job announcements and interview questions, as well as training each person who is part of the decision-making process on the benefits of diversity and reducing the impact of unconscious bias. In 2017, the Association of California Community College Administrators selected Eugene for its "Progress in Diversity" Award given for "Outstanding Achievement in Support of Diversity in the Higher Education Community."

Eugene also served as a Deputy County Counsel for the County of San Mateo for eight years where he primarily served as outside counsel for K-12 school districts. Eugene has also worked as a corporate attorney for DavisPolk in New York, Tokyo, and Menlo Park, as an investment banker for Deutsche Bank in San Francisco and as a project manager for Stiftung, Wissenschaft und Politik in Berlin.

Eugene obtained his undergraduate degree in Biological Sciences from Stanford University and earned his law degree cum laude from the University of Michigan. He is also a fluent speaker of Spanish and German.



**Sabrina Williams** serves as Chief Inclusion Officer at leading education technology and publishing company Curriculum Associates, has over two decades of experience in human resources.

Throughout her career, she has worked as a powerful change agent, laying the foundation for long-term success through the implementation of comprehensive strategies that put in place people, systems, and organizations that enable new business capabilities and revenue opportunities, cost savings, leadership development, and pipelines, succession planning, cultural transformations, and best-in-class internal service delivery. In heading up HR departments for companies such as Brigham Health, Tufts University, Hill Holiday, and more.

Her transformative efforts have been rewarded with numerous awards, including the Boston Business Journal's Best Companies to Work list, The Rosoff Awards, and the YWCA Women Achievers Award.



## **Tanisa Williams**

Senior Vice President  
Director of Human Resources

Tanisa Williams serves as Senior Vice President, Director of Human Resources of the Company.

Tanisa came to Amalgamated Bank in 2019 from American Express. In her 18 years at American Express, she held various roles partnering with global organizations in Finance, Commercial Services and Publishing. She was responsible for leading the organization's people strategy and creating winning talent strategy solutions.

Prior to that she worked at Kings Borough Community College as the Affirmative Action and Judicial Affairs Officer.



## Lori Winkler

Lori Winkler is the Chief Human Resources Officer at Zimmer Biomet. Zimmer Biomet Holdings, Inc. (NYSE: ZBH) is a Fortune 500 global leader in the design, development, manufacturing and marketing of orthopedic reconstructive products, including knee and hip implants; sports medicine, biologics, extremities and trauma products; craniomaxillofacial and thoracic products; and related surgical products. Zimmer Biomet has operations in more than 25 countries around the world and sells products in more than 100 countries.

In her role, Lori leads all facets of the Human Resources function spanning Total Rewards, Talent Management, Learning and Development, Talent Acquisition, Diversity, Equity and Inclusion, M&A HR related activities and HR business partnering which spans all business and functions. Lori oversees a global employee population of 20,000 spanning over 25 countries and 4 regions and leads a global HR organization of 300+ employees. Lori is a member of the Compensation Committee of the Board of Directors and is a Section 16 Officer of the organization. Lori joined Zimmer Biomet in 2020 as Group Vice President, HR for the Global Businesses Group, reporting to the Chief Operating Officer.

Prior to joining Zimmer Biomet, Lori served as a Worldwide Vice President of Human Resources in the Cardinal Health Medical Segment where she was responsible for 8,000 employees in over 70 countries.

Prior to joining Cardinal Health, Lori was with Johnson & Johnson for over 20 years. During her tenure with J&J, Lori served as the Global Head of Human Resources for Finance and Procurement, working with the Chief Financial Officer of J&J and members of the CFO's senior staff. Lori was responsible for developing and leading key talent management and leadership development strategies including succession planning, talent acquisition and assessment, performance management, change leadership, organizational health, executive coaching and strategic messaging and communications. In this role, Lori was responsible for over 9,000 employees worldwide. Prior to her role with J&J Finance, Lori served on a number of Global Management Boards as the HR leader for integrated, commercial businesses including Cordis and DePuy as well as large scale global functions including the Corporate Office of Science and Technology, Research & Development and Corporate Affairs. Lori's HR experiences include executive coaching, integration and transition strategies, talent management with a focus on assessment and succession, performance and development, talent acquisition and business partnering.

Lori has a Master of Science Degree in Human and Organizational Development from Barry University, a Bachelor of Arts Degree in Communications from Florida Atlantic University and an Executive Leadership Coaching Certification from Georgetown University.

A passionate advocate for the arts, Lori serves on the Advisory Board of The Creative Coalition, a nonprofit, nonpartisan social and political advocacy organization in the entertainment industry. The Creative Coalition educates and mobilizes leaders in the arts and business communities on issues of public importance, specifically in the areas of arts advocacy and public education.



**Patricia Wortham** serves as CHRO for AHP, Inc. (American Home Owners Preservation).

A unique start-up that crowdsourced funds to purchase past-due loans at a discount. Patricia joined AHP Inc.'s executive team and reports directly to founder and CEO Jorge P. Newbery.

As Chief HR Officer, Patricia is responsible for all aspects (AHP Servicing, AHP Mortgage Direct, AHP75, AHP Title Holdings, Activist Legal, Advocate Attorneys, America's Trustee Services, preREO, and Debt Cleanse Group Legal Services) of AHP's human capital strategy, including talent management, leadership, cultural development, DEI & belonging, organization design, L&D, pay equity, and total compensation.

Patricia served as Chief Human Resources Officer (CHRO) for Crewcial Partners LLC (formerly known as Colonial Consulting, LLC). In her role, Ms. Wortham was responsible for advising the founders, partners, and Board members, leading Crewcial's overall human resources strategy, talent acquisition, leadership development, diversity and inclusion, organizational design and cultural development, employee education and development, compensation, and benefits, HR operations and technology, employee relations, and HR compliance.

As CHRO, she has changed the function, culture, and impact of HR across the Company to support its business goals and strategies as well as the needs and aspirations of its employees. She has worked with leaders across Crewcial's two lines of business to build and manage an HR organization that reflects and supports their dynamic needs.

As CHRO, Ms. Wortham has overseen efforts that have resulted in: more effective and streamlined company-wide talent acquisition practices that better utilize technology; a company-wide diversity and inclusion strategy, including initiatives to improve diversity at the executive level, expanded hiring of veterans, the launched a workplace and women's initiative, and an initiative to harmonize compensation and benefits programs across the Company to promote efficient internal movement of talent; and more thoughtful, talent development programs.

One of Ms. Wortham's major contributions as CHRO has been in greater accountability, transparency, intentionality, stronger collaboration among departments, improved efficiency, and increased effectiveness in meeting both business and companywide priorities and needs.

Previously, Ms. Wortham served as Vice President of Human Resources, for The Premier Group. In this position, she had responsibility for all human resources-related services for nearly 10,000 employees, including employee/labor relations, diversity and inclusion, compliance, recruitment, talent planning,

learning and development, organizational development, compensation, benefits, and workforce planning.

She led a team focused on developing and implementing strategies that drove business results, created a positive work environment and experience for levels of employee engagement. Ms. Wortham began her career in 2000, as a Recruiting Coordinator at a startup technology firm. Over the next 20 plus years, she took on positions of increasing responsibility within the Financial and Legal industries, including positions as Coordinator, Head of Benefits, Generalist, Manager, and Assistant VP of HR.

Ms. Wortham holds two degrees in Business and Management (from Metropolitan College and St. John's University respectively) and is pursuing a dual master's in conflict resolution and legal studies, – from Pepperdine University.



**Lina Young**  
**Vice President of Human Resources, Strategic Initiatives**

Lina Young is an authentic human resources leader known for her pragmatic approach to driving business, leading with people-focused vision & strategy, and encouraging results through flawless execution. She strikes the delicate balance between business objectives and employee advocacy and inspires others to achieve peak levels of performance. Known as a trusted advisor, she is committed to professional and personal excellence.

Lina is the Vice President of Strategic Initiatives at Dentsply Sirona, where she is focused on transforming and modernizing the Human Resources function. She has worked with Dentsply Sirona since January 2020, and prior to her current role, she served as Vice President of Human Resources for all Corporate Functions, including Finance, IT, HR, Communications, Legal, Risk, Compliance, Digital Marketing and Business Development. Lina works in Charlotte, NC.

Prior to Dentsply Sirona, Lina worked for more than 20 years in a variety of human resources leadership positions at General Electric, Bank of America, and Wells Fargo. She also obtained her Master Black Belt certification through General Electric's Six Sigma curriculum.

Lina has a B.S. in Psychology from the University of North Carolina at Chapel Hill and a M.A. in Industrial & Organizational Psychology from the University of North Carolina at Charlotte.

Lina lives in Cornelius, NC with her husband Bill, two daughters Katelyn (7) and Madison (6), and pup Shade.

**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.



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