

CHIEF HUMAN  
RESOURCES OFFICER  
ACADEMY

**CHRO Academy XXI**

**June 8-9, 2022**

**Faculty and Participant Directory**

# **The Faculty**

## NAHR CHRO ACADEMY XX - FACULTY DIRECTORY

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Chairman and Chief Executive Officer  
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**Stephen Fry**

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**Anthony Nyberg**

NAHR Honored Organization Representative  
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## NAHR CHRO ACADEMY XX - FACULTY DIRECTORY

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**Patrick Wright**

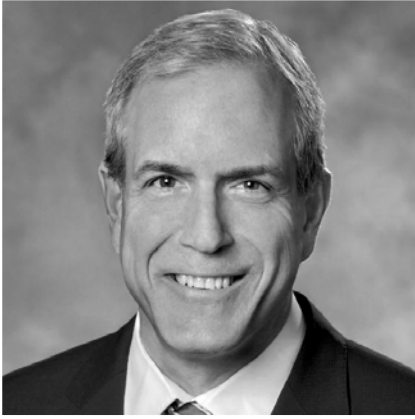
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# BILL ALLEN

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

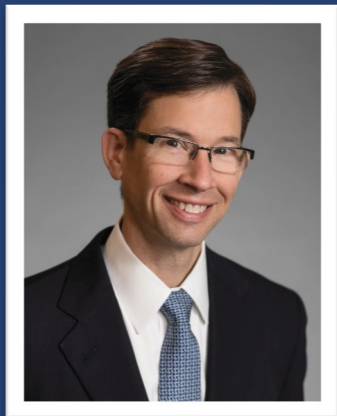
Katy Barclay currently serves as a member of the Board of Directors for Five Below and Kontoor Brands. She was previously CHRO and Senior Vice President of The Kroger Co., a \$110B grocery retail company, from 2010 until her retirement in late 2015. Before joining The Kroger Co. in 2010, Katy served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



**David Cordani**  
**Chairman and Chief Executive Officer, Cigna Corporation**

David Cordani became Cigna's President and CEO in 2009, spearheading its transformation into a leading global health service company that delivers health, well-being, and peace of mind. In January 2022, David was named to the additional role of Chairman.

David is a prominent voice addressing how our society can build a more sustainable health care system that provides affordable, predictable, and simple care.

With operations in more than 30 countries and jurisdictions, David leads Cigna's more than 70,000 colleagues in promoting the health and wellness – in both body and mind – of those they serve. Cigna has approximately 190 million customer and patient relationships worldwide.

He also works with the Achilles International Freedom Team of Wounded Veterans, and he established The David and Sherry Cordani Family Foundation. David co-authored the best-selling book *The Courage to Go Forward: The Power of Micro Communities*, which highlights the unique, powerful role small, mobilized communities can play in helping individuals achieve their greatest goals or overcome obstacles.



Steve Fry is senior vice president, human resources and diversity, for Eli Lilly and Company.

Since joining Lilly in 1987 as a scientific systems analyst in Lilly Research Laboratories, Steve has held a range of roles in information technology and human resources. Following a series of managerial assignments, Steve served as human resources director for Lilly's U.K. affiliate and then as executive director of human resources for the U.S. affiliate. In 2004 he was named managing director of the Australian affiliate, returning to the U.S. in 2007 to provide HR leadership for the global sales and marketing organization before accepting the role of vice president supporting the Lilly Bio-Medicines and Emerging Markets business units. He assumed his current role in 2011.

Steve earned his bachelor's degree in information systems from the University of Indianapolis.

Steve serves on the boards of Ascend Indiana, the Human Resources Policy Association, and the Center on Executive Compensation. He also serves as a trustee at the University of Indianapolis, Steve was named a Fellow of the National Academy of Human Resources in 2020. He previously served on the governance board for Make-A-Wish in Ohio, Kentucky, and Indiana from 2012-2019.

## 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.



**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 reimaged 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.

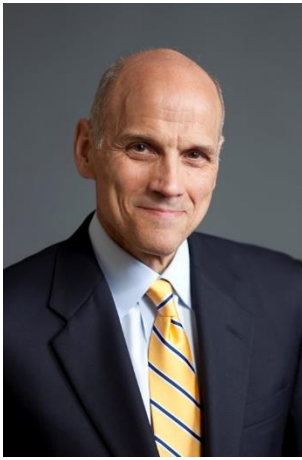
Jill is a Fellow and Director of the National Academy of Human Resources, a Fellow of the Human Resources Policy Institute (HRPI), a member of the Peer Roundtable for CHROs (PRT), a member of the G100 Talent Consortium Advisory Board, and has been a Director of the HR Policy Association (HRPA). Jill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



**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.

## 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.

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## Patrick M. Wright

THOMAS C. VANDIVER BICENTENNIAL CHAIR, PROFESSOR

DIRECTOR, CENTER FOR EXECUTIVE SUCCESSION



**Darla Moore  
School of Business**

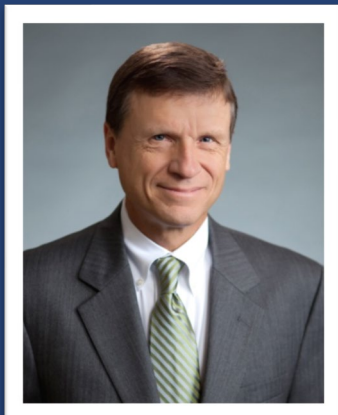
### Biography

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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## 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.

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## **Peter Adebi, CPDC, MSA**

Peter Adebi serves Nemours Children's Health as Executive Vice President, Chief Human Resources Officer. As a member of the Executive Cabinet, Peter helps to shape key decisions at Nemours. Peter is particularly passionate about cultivating high-performance cultures. In his first year at Nemours, he received the Ed Ball Award from the Alfred. I. duPont Hospital for Children, one of the Nemours system's hospitals, for his leadership role in achieving desired culture change. Since then, various departments in the HR function have been recognized by external entities such as the National Business Group on Health, the Chief Learning Officer's LearningElite program, the Association for Talent Development, The Rosen Group's Human Resources Department of the Year Award, Forbes and a host of other organizations for their outstanding contributions toward establishing a high-performing culture, improving employee well-being and engagement, implementing high-impact leadership development programs, and cultivating a diverse, equitable, and inclusive culture.

Peter holds a Master's degree in HR, is certified by the HR Certification Institute as Senior Professional in Human Resources, is accredited by the Physician Coaching Institute as a Certified Physician Development Coach, and is a fellow of The Cornerstone Program, an HR executive development program. Peter also serves as a director on the Board of Trustees of Center for Supportive Schools, a nonprofit organization dedicated to helping schools become places where students want to be.



**Jamie Allen**  
**Chief Human Resources Officer**

Jamie is the Chief Human Resources Officer of Cornerstone Chemical Company (CCC). This includes being the CHRO for Belle Chemical Company (BCC) an affiliate of CCC. She has more than 25 years of experience in human resources. Jamie has overall responsibility for developing and implementing the people strategy delivering the company's overall business strategy. She oversees corporate and governmental affairs, communications, human resources, labor relations; employee health and welfare; organizational development; and training, health and wellness systems, policies, programs and practices at Cornerstone. She leads the strategic human resources planning to provide the organization with the best talent available and to position the organization for meeting strategic business growth and expansion plans.

Prior to joining Cornerstone, Jamie worked for Shell Oil and Motiva Enterprises in various human resources senior leadership roles global, regional and domestic. Jamie received her Bachelor of Science in Human Resource Management with a minor in psychology from Louisiana State University (LSU) in Baton Rouge. She received her Professional in Human Resources (PHR) certification shortly after graduating LSU. Jamie is also an Alumnus of the Cornell Top Seat Program and served in multiple roles on the boards for United Way, SELA and St. Charles, and The National Charity.

# Terry Arnold



## Senior Vice President and Chief Human Resources Officer Southern Glazer's Wine and Spirits

Terry is a dynamic and engaging human resources professional that exhibits a winning blend of team leadership, strategic talent management, and business acumen. Skilled in managing large and complex enterprise human resources functions, his main objective is to produce exemplary results via proactive involvement and cross functional collaboration.

Today, Terry is responsible for providing leadership, development and execution of Southern Glazer's Wine & Spirits human resources initiatives in support of the overall business and strategic objectives, including organizational design, talent management, talent acquisition, learning and development, total rewards, diversity and inclusion, human capital management, people analytics, labor relations and compliance, policies and procedures.

He engages a unique combination of strategic agility, analytical expertise and commercial and operations focus to consistently exceed performance goals by aligning staff talents and efforts with organizational objectives.

Terry is a military veteran, having served eight years in the U.S. Army as an Infantry Officer with 3rd Ranger Battalion, 75th Ranger Regiment and 4th Infantry Division and is a proud Army Ranger. He holds a Bachelor of Science in Marketing from Florida A&M University, a Master of Science in Human Resources Management from Troy University, and executive education from GE's Crotonville Leadership Institute, University of Michigan and Harvard Business School. Terry is also a certified Six Sigma Black Belt.

Terry is married to Denise Arnold, retired U.S. Army Colonel, and they have two sons, Lance and Langston.



## Alethia Baggett

As ABA's chief human resources officer, Alethia Baggett manages ABA's human resources policies, services and programs, and oversees talent retention and acquisition, workforce planning, leadership development and other critical areas.

Prior to joining ABA, Alethia served as the director for Freddie Mac's single-family business, overseeing division-level business management functions, communications, learning and development, and human capital strategy across the unit's 2,000 employees. Before joining Freddie Mac, Alethia was a director of human resources at Chamberlain Edmonds, an Atlanta-based healthcare company, and she served as director of administration for the network services division of Ascent Media Group.

In 2014, Working Mother Magazine nominated Alethia as a Working Mother of the Year, noting her efforts to ease the transition for new moms in the work place. A native of Jacksonville, Fla., she holds a bachelor's degree from the University of West Georgia. She currently resides in Alexandria, Va., with her family.

# Carol Benz

Partner & Chief People Officer [San Francisco](#)



Carol is the Chief People Officer and a Partner based in the San Francisco office. Carol leads the firm's human capital practice, overseeing the recruitment, education, development, engagement, diversity, inclusion and growth of Cerity Partners' people and fostering the Cerity Partners' culture. Carol is a member of the Executive Committee.

Prior to joining Cerity Partners, Carol was a Principal and served as President & Chief Operating Officer of B|O|S where she ensured the firm's financial strength and operational efficiency and oversaw the key business functions of finance and reporting, portfolio operations, human resources, compliance, legal, technology, and firm governance. Prior to B|O|S, Carol managed domestic operations, international operations and the data services group for Barclays Global Investors (now BlackRock). Carol began her career working with financial services, technology, and manufacturing clients at Ernst & Young.

Carol has been recognized as one of the "Most Influential Women in Bay Area Business" by the *San Francisco Business Times* and she served as a member of the Schwab Advisor Services Advisory Board from 2013–2015. Carol is active in her community, serving as past president on the Stanford Cap and Gown Alumni Board

which supports, cultivates, and celebrates women leaders, Vice President of the San Francisco Ballet Auxiliary, and Director of the San Francisco Opera Guild. She formerly served as member and Chair of the Stanford Alumni Association Board of Directors, and she is a sustaining member of the Junior League of San Francisco.

Carol earned her Bachelor of Arts in Economics from Stanford University, and she is a Certified Public Accountant (inactive).



## Jennifer Berres

### Senior Vice President & Chief Human Resources Officer

Jennifer Berres serves as the senior vice president and chief human resources officer of Nashville, Tennessee-based HCA Healthcare, one of the nation's leading providers of healthcare services. In this role, Jennifer is responsible for delivering value to patients, physicians, communities and shareholders through innovative HR strategies and people practices. She leads a team of over 1,600 HR professionals and is responsible for talent acquisition, leadership and organizational development, compensation, benefits, labor and employee relations, diversity and inclusion, and employee engagement.

Since joining HCA Healthcare in 1993, Jennifer has served in several progressive leadership roles. Her experience crosses over various lines of business including hospital operations, shared services and physician services. Most recently, Jennifer served as the vice president of HR business partners and prior to that served as vice president of talent management. Jennifer has twenty years of field experience including 11 years as the vice president of human resources for HCA Healthcare's West Florida Division. In this role, she was responsible for providing strategic HR leadership for a division of 15 hospitals and over 15,000 employees. Prior to joining the West Florida Division, Jennifer served as a regional human resources director for HCA Healthcare's shared services, where she helped lead the consolidation of business office and supply chain operations across the state of Florida. Jennifer has also served in several hospital-based roles, including HR and decision support.

Jennifer earned an undergraduate degree in Business Administration/Marketing from the University of South Florida and a Master of Business Administration from Saint Leo University. She brings a strong operational and business focus, with a passion for people and HCA Healthcare's mission: above all else, we are committed to the care and improvement of human life.



## **Judy Carter**

### **Vice President, Chief Human Resources Officer**

Judy Carter was named vice president, Chief Human Resources Officer in March 2019. She is responsible for all areas of human resources, including compensation and benefits, talent acquisition and management, leadership and organizational development, medical and environmental health, diversity & inclusion, and employee relations and HR business partnerships. Judy serves on the BNSF Executive Team and reports to Katie Farmer, president and chief executive officer.

Previously, Judy served as vice president, Compliance & Audit and Secretary since 2013. In this capacity, Judy managed the company's ethics and compliance program, helping to ensure that management and employees are in compliance with applicable laws and company policies and that all employees conduct business with the highest regard to ethics and integrity as required by BNSF's Code of Conduct. She also managed the company's corporate audit program, with responsibility for conducting the company's enterprise-wide risk assessment, safeguarding company assets and ensuring appropriate levels of information reliability and management controls and processes.

Judy joined BNSF as senior general attorney in June 2006 and was responsible for securities compliance and disclosure, corporate governance, and executive compensation. She was named chief compliance officer in October 2009 and promoted to associate general counsel in April 2010. Prior to joining BNSF, Judy was a member of the corporate and securities practice group at Winstead PC in Dallas, Texas.

### **Education**

- Bachelor of Arts, Louisiana Scholars' College at Northwestern State University
- Juris Doctor, Cleveland-Marshall College of Law

### **Affiliations/Community Involvement**

- Institute for Corporate Productivity, Inc., CHRO Board Member
- Southern Methodist University, Rowling Center Advisory Board
- Fort Worth Museum of Science and History, Former Board of Trustee Member

### **BNSF**

BNSF Railway Company is one of North America's leading freight transportation companies. BNSF owns or operates approximately 32,500 route miles of track in 28 states and also operates in three Canadian provinces. BNSF is one of the top transporters of consumer goods, grain and agricultural products, low-sulfur coal and industrial goods such as petroleum, chemicals, housing materials, food and beverages. BNSF's shipments help feed, clothe, supply and power American homes and businesses every day. BNSF and its employees have developed one of the most technologically advanced and efficient railroads in the industry. We work continuously to improve the value of the safety, service, energy and environmental benefits we provide to our customers and the communities we serve.



## Mandy Clark

Chief Human Resources Officer

Mandy is a down-to-earth, no nonsense, practical leader who has spent her career creating engaging workplaces and helping organizations to find their highest level of success through their people. She is currently the Chief Human Resources Officer for Sierra Nevada Corporation (SNC), a multi-billion dollar aerospace and defense company based in Sparks, NV. She is passionate about taking her 20+ years of experience as an HR executive in Fortune 100 organizations, and helping this extremely fast growing company to implement some of the basic building blocks of best-in-class people strategy, while creating scalable solutions that will allow the company to achieve its aspirational growth targets. She brings with her a strong process orientation, an ability to drive cultural change, as well as the capability to manage large scale change implementations and to influence at all levels in the organization.

Mandy is an avid believer in the role HR can play as both a true strategic business partner as well as an employee advocate. She has transformed many groups into high-performance teams by creating environments that are empowering to leadership and engaging to employees. She learned this by working at several world class organizations throughout her career, such as GE, Pepsi, Cargill and CoreLogic. Most of her experience was supporting leaders of frontline workforces, and she developed a sincere appreciation that these are the people who drive business success. She has strategically led multi-billion dollar businesses with manufacturing, engineering, warehouse, distribution, sales and corporate functional employees. This has given her a breadth of experience that is second to none. She has led large teams of HR professionals and truly has a passion for developing emerging talent into strong future leaders both on her own teams as well as within the client groups she supported.

Prior to joining SNC, Mandy took a detour from the traditional corporate career path to start-up two very successful business ventures. With her husband of nearly 20 years, Mike, they built a real estate investment company in Reno, NV that has experienced exponential growth in the three years it has operated. She also became the President of the independent consulting firm, Optimizing You, and worked with numerous clients including Nike, La-Z-Boy, NorthSails, IGT and others to provide people-focused strategies for their organizations as well as individualized executive coaching. Mandy values the partnership and coaching role that a strong HR function can provide, and brought that strength with her into her executive coaching and consulting practice. She also created the Women's Leadership Forum in Reno, NV, bringing almost 200 women together from across the country to discuss the unique challenges women face as they grow into leadership roles, attracting keynote speaker Marshall Goldsmith in year one, and Sally Helgesen in year two.

Outside of work, Mandy is a proud mother of two beautiful young girls, who keep her and Mike very busy playing basketball and soccer and downhill skiing in the winter. She loves spending time with her family, including her parents, who followed her to Reno to bring the family back together after many years apart. Mandy donates her time to the Nevada Discovery Museum, providing HR expertise to the Executive Board's Compliance Committee. She enjoys everything outdoors including hiking, bike riding and going to the lake.

## Georgeann Couchara - Senior Vice President, Human Resources



Georgeann Couchara is Senior Vice President, Human Resources at Danaher where she is responsible for acquiring, developing and engaging the diverse talent needed to support Danaher's business strategies and objectives.

She brings to this role more than 20 years of business and human resource expertise and has overseen every aspect of the associate life cycle. She is passionate about helping to explore potential paths forward for building business capability in the areas of people analytics, organization design and further integration of DBS into Human Resources to drive real business impact. Georgeann has been with Danaher for 18 years, leading HR teams at the operating company, platform and corporate levels. Most recently, she served as Vice President, Talent, where she was responsible for setting the vision and plan to address Danaher's evolving global talent needs.

Georgeann earned a Bachelor of Arts degree in Applied Psychology and a Master of Arts in Industrial and Labor Relations from Indiana University of Pennsylvania, as well as a Master of Business Administration degree from Georgetown University in Washington, D.C.

*"Only the best companies with the best leaders can attract, retain and engage talent while growing culture and driving world-class performance."*



## RENEE CUTRIGHT | CHIEF PEOPLE OFFICER | QUOTIENT

**Renee Cutright** is **Chief People Officer** at Quotient, responsible for all aspects of human resources strategy, including recruitment, development, employee relations, compensation and benefits and culture. Renee joined Quotient in February 2020.

Before joining Quotient, Renee was the SVP, Human Resources, North America Connect (Consumer), Global Bases and Neuroscience at Nielsen. While at Nielsen, she worked closely with senior leaders on organization strategy and design with a focus on growing commercial capacity and margin growth. Prior to Nielsen, Renee was at GE Aviation for 11 years where she served in a number of HR leadership roles of increasing responsibility.

Renee graduated from West Virginia University with a B.S. in Business Administration and a minor in Communications. She remained at WVU and earned an MS degree in Human Resources and Industrial Relations.

Along with her husband, Renee resides in Cincinnati, OH and has three children. She enjoys traveling, reading and being outdoors.



## Andrea Euenheim

Andrea holds a Master of Arts in French Linguistics, Psychology, Economics from the University of Passau, Germany. In the early stages of her career as a Management Consultant for TMP Worldwide as well as HR leader for a start-up in the bioscience industry she learnt very quickly that learning by doing gives a lot of independence to make own decisions, however, does not allow you to learn from the best in the HR arena. She therefore decided to join GE's HR leadership program (HRLP) which led to amazing HR leadership positions in GE's Capital division the following years.

In 2007, Andrea decided to join a smaller company in the new e-commerce industry as the HR leader for Germany, Romania at Amazon, expanding to HR leadership in other EU countries as well as global roles in the Retail as well as Corporate M&A and Expansion, based out of Seattle, WA. In 2019, she was asked to go back to her home country Germany to obtain the role of the CHRO for METRO AG, a global wholesale and food delivery company of approx. 100,000 employees in 34 countries.

After successfully fulfilling her 3-year board contract to support the overall business transformation into a multi-channel player, Andrea recently decided to transition out of her role at METRO AG and join MessageBird, a technology unicorn in the area of cloud communication as their Chief People Officer.

# Tara Favors



Tara Favors is an Executive Vice President and Chief Human Resources Officer for Mutual of America Financial Group. In this role, she is responsible for all aspects of human resources strategy for the company, which has more than 1100 employees. This includes talent acquisition, diversity, equity and inclusion, organizational learning and development and total rewards.

Prior to joining Mutual of America, Tara was a Vice President in Human Resources at American Express and was awarded the title of Managing Director, Human Resources at Morgan Stanley. In both organizations, she held significant leadership roles.

She is also active within her community. Tara is a member of Jack and Jill of America, Inc, Syracuse University's Multicultural Advancement Council and a Board member of NJ-LEEP.

Tara holds a Bachelor of Arts degree in Psychology and Human Resources from Syracuse University, and a Master of Science degree in Human Resources from The New School University.

She is married to Dale Favors and has two sons.



**Marsha Fischer** is the Vice President for Human Resources, Chief Human Resources Officer, and Chief Equal Opportunity Officer for the University of Missouri. Marsha joined the University in May 2014.

Marsha leads the Office of Human Resources (OHR), which serves the University of Missouri-Columbia (also known as MU or Mizzou) and the University of Missouri System (UM System). Areas within OHR include Retirement, Benefits, Compensation, Service Center/Shared Services, Employee and Labor Relations, Learning and Organizational Development, Recruitment, HRIS and Data Analytics, Academic HR, and HR Partners.

Prior to leading human resources, Marsha was in the General Counsel's office for the University of Missouri. She primarily represented the University in litigation and employment law matters. She was also the system-wide point of contact on Title IX related issues.

Before joining the University of Missouri, Marsha was in private practice for almost 16 years with Walther, Antel, Stamper & Fischer, P.C. in Columbia, Missouri. Her focus was employment law and litigation. Prior to joining the firm, Marsha served as a judicial law clerk for the Hon. Scott O. Wright, U.S. District Judge. While clerking for Judge Wright, she developed an interest in employment law matters.

Marsha is a cum laude graduate of the University of Missouri-Columbia School of law where she was honored as an initiate to the Order of the Coif, and Note and Comment Editor of the Missouri Law Review. She is a summa cum laude graduate of Southwest Missouri State University.

# **Robert P. France**

## **Vice President, Human Resources**

### **Corning, Inc.**



Robert P. France was elected Vice President, Human Resources effective January 2019. He is responsible for leading the global Human Resources function to deliver on business requirements, specifically right person, right place, right time.

From 2016 to 2018, France was Human Resources Senior Vice President for Corning Optical Communications. He was responsible for leading all aspects of the Human Resources function across Optical Connectivity Solutions, Optical Commercial Organization and Optical Fiber and Cable. In addition, he had HR Generalist responsibility for the Corning China organization.

France was Human Resources director for Corning Glass Technologies (CGT) and Asia from 2004 to 2016. He was responsible for leading all aspects of the Human Resources function across Corning Glass Technologies, Corning Display Technologies, Corning Specialty Materials, Corning Precision Materials, and Advanced Glass Innovations. He also lead the Asia HR Centers of Excellence and HR Generalist groups for all of Asia including China, Taiwan, Japan, Korea, India, Australia, and Southeast Asia. During his tenure, the Asia region grew from 3,000 to more than 13,000 employees.

France came to Display Technologies from Optical Fiber in 2004, where he was the division Human Resources manager. He began his career with Corning in 2000 as a commercial Human Resources manager for Optical Fiber.

Before his work with Corning, France held Human Resources leadership positions with Appleton Papers, Harley-Davidson, Pepsi-Cola, and Smithfield Foods.

France is a graduate of Elizabethtown College, and earned a master's degree in industrial and labor relations from the Indiana University of Pennsylvania (IUP).

# Karen Frechou-Armijo

*Senior Vice President, Head of Human Resources*



Ms. Frechou-Armijo is an accomplished human resources leader with over two decades of human resources experience, holding increasingly senior positions within life sciences and technology companies. Most recently, she served as Vice President, Human Resources at Cepheid, a molecular diagnostics company and part of the Danaher family of operating companies. During her tenure, she led Cepheid's workforce through rapid expansion and transformation, increasing employee headcount by greater than seven times over a five year period. Prior to Cepheid, Ms. Frechou-Armijo held senior Human Resource roles at Broadcom, where she led workforce strategy, change management and talent management. She also previously held human resources management roles with Molecular Devices, KPMG, and Genencor. She is known for leading through a culture of innovation, collaboration and continuous improvement. Ms. Frechou-Armijo received her B.A. from California State University, Chico.



## Julie Fuller

Chief People Officer, PVH

Julie Fuller is Chief People Officer of PVH, a role she assumed in 2021.

She is a member of the senior leadership team, leading the global Human Resources function, including Talent Management and Development, Executive Development, Total Rewards, HR Systems, Organizational Effectiveness and Inclusion & Diversity. In this role she also oversees Global Communications and the PVH Foundation.

Prior to joining PVH, Julie was the Vice President of Global Talent and Organizational Effectiveness for Nike, Inc. In this role, her team was responsible for creating an aligned and effective organization, enabling 74,000 employees to build their careers, continually grow and develop, and cultivate a strong pipeline of diverse and capable leaders to take Nike into the future. She previously led HR for Nike's North America and Emerging Markets geographies. Prior to that, Julie held key HR leadership positions at Avon and PepsiCo.

Julie has extensive experience in establishing and nurturing talented high-performing teams for large multinational companies. Her experience includes a mix of broad HR leadership and specialist roles focusing on organizational transformation, leadership development, enterprise talent management, succession planning, employee engagement and performance, and diversity and inclusion.

Julie holds a Ph.D. in Industrial and Organizational Psychology from Bowling Green State University and a B.A. in Psychology from the University of New Hampshire.

# Biography

**Tracy D. Gee**  
**Email: [tgee@nacdonline.org](mailto:tgee@nacdonline.org)**



**Tracy D. Gee** is Chief People Officer for the National Association of Corporate Directors (NACD). NACD empowers more than 21,000 directors to lead with confidence in the boardroom. As the recognized authority on leading boardroom practices, NACD helps boards strengthen investor trust and public confidence by ensuring that today's directors are well prepared for tomorrow's challenges. World-class boards join NACD to elevate performance, gain foresight and instill confidence. Fostering collaboration among directors, investors and governance stakeholders, NACD has been setting the standard for responsible board leadership for more than 40 years.

As NACD's first Chief People Officer, Gee joined the organization in August, 2020 and reports to NACD's Chief Executive Officer. As a member of the executive team, she is responsible for the development and implementation of all NACD people strategies and HR & Administrative activities, which include talent acquisition, talent management, learning and development, succession planning, compensation and benefits, organizational effectiveness, diversity equity and inclusion, analytics and culture.

In 2019, Gee was recognized by Savoy Magazine as one of the "2019 100 Most Influential Women in Corporate America."

Prior to NACD, Gee was the Vice President of Human Resources and Security for Raytheon Company's Global Business Development (GBD) organization where she was responsible for driving all Human Resources and Security operations in support of domestic and international growth, in 29 U.S. field offices and 17 offices worldwide. In that role, she led the design and delivery of Raytheon's International Human Capital Plan, which was foundational to the establishment of two Raytheon entities in the Kingdom of Saudi Arabia (KSA) and the United Arab Emirates. As a part of that work, she led the organization's response to a portion of KSA's Vision 2030 with the introduction of women into the Riyadh office. Prior to Global Business Development, Gee was the Director of Human Resources at Raytheon Missile Systems., the largest developer and producer of missile systems for the U.S. Armed Forces and more than 40 allied nations. In that role, she was responsible for the development and delivery of human resources strategies and services for the entire revenue producing suite of product lines and functions that exceeded \$6.6 Billion.

Prior to joining Raytheon in 2005, Gee held positions of increasing responsibility at Liberty Mutual Insurance Group and Fidelity Investments. She began her career at The First National Bank of Boston.

Gee received her Bachelor of Arts degree from Wellesley College. She has completed the Principles & Practices of Organizational Development as well as the Advanced Practitioners Certification programs in Organization Development and Human Resources Management from Columbia University and the University of Michigan.

She is located in Arlington, Virginia.



## **Lauren Geer**

### **Chief Human Resources Officer, Related Companies**

Lauren Geer is the Chief Human Resources Officer of Related Companies. Lauren joined the company in 2016.

In her previous roles at Related, Ms. Geer led the HR Compensation and Benefits team, spearheading improvements to the firm's compensation process and benefits programs. She was also instrumental in refining the Talent Review process to ensure equitable assessment of employee performance and growth across all departments. She joined the firm's Founding Council of the Diversity, Equity and Inclusion Task Force where she has co-led several priority areas including strengthening training protocols that raise awareness of DE&I in the workplace, as well as enhancing company-wide development and retention programs.

Prior to joining Related, Lauren spent nearly 20 years in HR positions at Fortune 500 companies including Citi and Morgan Stanley.

Lauren holds a Bachelor of Arts in Psychology from the University of Colorado and a Master of Industrial and Labor Relations from Cornell University.

# Andrew Gold

Senior Vice President and Chief Human Resources Officer



Andrew Gold is Senior Vice President and Chief Human Resources Officer at Pitney Bowes Inc. Andrew has been involved in work across the business that has been recognized by various groups and has been a champion on HR transformation, talent development, diversity, and employee health.

Formerly VP, Global Talent Management and HR Technology, Andrew led a variety of areas across the talent, rewards and HR technology. Andrew spearheaded the launch of the global Workday HR system in 2021 while leading our Talent, HR analytics and technology teams. In prior roles, he oversaw the company's executive compensation, long-term incentive programs, compensation governance and benefit offerings, including medical, dental, prescription drug coverage, 401k, pension plan, and various voluntary benefits. He served as the HR business partner for various functions and groups over his tenure at PB.

Andrew joined Pitney Bowes in 1994 as the Director, Human Resources Counsel for Pitney Bowes and provided legal advice and oversaw litigation on all aspects of labor and employee relations in the United States and Canada.

Prior to joining Pitney Bowes, Andrew worked in the employment law departments of Whitman Breed Abbott and Proskauer Rose in New York City. He received a J.D. degree from Columbia University School of Law and a B.S degree in economics from the Wharton School of Business, University of Pennsylvania. He is a board member at Metropool, Inc. and an HR advisor for the Children's Learning Centers of Fairfield County (CLC).



## **Kathleen Grandy**

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

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

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



## Suzanne Hough

*SVP and Chief People Officer*

Suzanne Hough, SVP and Chief People Officer, serves as the strategic advisor on global human capital and human resources directives and initiatives for Manhattan Associates. This includes full lifecycle of the employee experience, including talent management, succession planning, organizational and performance management, learning and development, wellness and total rewards. Hough is passionate about driving value through employee engagement.

Most recently, Hough served as chief HR officer for Carestream Dental, a global digital dentistry company focused on simplifying technology and changing lives around the world with innovative digital product line of systems, solutions and support . While there, she was responsible for leading all aspects of the human resource function. In particular, Hough placed a significant emphasis on promoting talent development and driving employee engagement. Prior to leading the human resources organization at Carestream Dental, Suzanne served as chief HR officer for the benefits and service delivery company Hodges-Mace. Earlier in her career, Suzanne honed her HR leadership skills at both Citi and Sun Microsystems, Inc.

Hough is an active member of the Human Resources Leadership Forum (HRLF) and holds a master's degree in industrial and labor relations with a concentration in human resource management studies from Cornell University and a Bachelor of Science in human development and social policy from Northwestern University.



**Betsy Jensen** has over 25-years of experience in Human Resources and Continuous Improvement leadership roles. She joined Gibraltar in March 2021 as Chief Human Resources Officer. Prior to Gibraltar, she spent over 7-years at Danaher as the Vice President of Human Resources for several businesses across the Life Sciences, Diagnostics and Water Platforms.

Throughout her career, Betsy has partnered with businesses to develop meaningful talent strategies to accelerate growth, establish a foundation of continuous improvement and to create a culture of engagement and accountability.

Betsy holds a B.S. in Business Management with a concentration in Human Resources from San Jose State University and a Lean Certificate from the Fisher School of Business.



**Kate Keene**

**Ingersoll Rand Senior Vice President, Human Resources,  
Talent, and Diversity, Equity and Inclusion  
Davidson, NC**

Kate Keene is the Senior Vice President, Human Resources, Talent, and Diversity, Equity and Inclusion for Ingersoll Rand, a \$6B global market leader with more than 16,000 global employees and over 40 brands of innovative and mission-critical air, fluid, energy, and medical technologies, providing services and solutions to increase industrial productivity and efficiency.

Kate has over 20 years of experience in Human Resources including business partnership and strategic organization design, compensation and benefits, talent management, and mergers and acquisitions due diligence and integration.

Kate graduated from The Pennsylvania State University with a B.S. Degree in Marketing and a minor in Human and Industrial Psychology. She is also a certified Master Black Belt, Six Sigma (GE).

## **Aimee Kennedy, PhD**

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



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

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

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

## **Dave Kinard**

### **Executive Vice President, Human Resources, Corporate Affairs & Administration**



Dave Kinard is the executive vice president of human resources, corporate affairs & administration for Elanco Animal Health (NYSE:ELAN) that discovers, develops and markets pharmaceutical products for pets and farm animals globally. Since joining Elanco in 2018 just prior to its separation from Eli Lilly & Company, he has played a key role in progressing toward a vision of an industry-leading workplace. Kinard brings valuable leadership experience in traditional aspects of HR, as well as critical areas of expertise like designing and developing effective organizations and change management.

Prior to his current role, Kinard served as the vice president of human resources of Lilly International where he created valuable human resources programs in diverse geographies and business units. He also served as vice president of human resources for Lilly's bio-medicines and diabetes business units, as well as global employee relations and Lilly USA. Kinard joined Lilly in 1997 spending the first decade of his career as an organizational effectiveness consultant, a HR manager supporting R&D, director of workforce research & organizational effectiveness, and vice president of leadership and organizational development. He began his career as an account manager for Walker Customer Satisfaction Measurement, and later as both an organizational development manager and production manager for AlliedSignal.

Kinard holds a bachelor's degree in social science and broadcast communications and a master's in organizational behavior from Brigham Young University. He also serves on the Board of Directors for Conner Prairie, a living history and agriculture museum in Fishers, Indiana.



## **Heather Kirkby**

Heather Kirkby is Recursion's Chief People Officer. She joined Recursion in 2019 after 15 years of working for Intuit in the Bay Area. She started her career as a field Engineer in arctic Alaska before becoming a Product Manager at Intuit. For many years she poured her heart into building software products that customers loved. Eventually her passion for developing people and building great teams led her to lead Intuit's global Talent Development function, before joining Recursion. Heather focuses on creating an environment at Recursion for people to do the best work of their lives. Heather earned her MBA from Harvard University and her bachelor's degree in mechanical engineering from Queen's University. She's a lifelong curious learner that has stumbled many times, in many ways, and realizes that her willingness to get back up is perhaps her greatest superpower. She now happily calls Utah home, with her husband and two daughters, feeling blessed to have trails out the back door.



## Jeffrey H. Knapp

Jeffrey H. Knapp currently serves as Chief People Officer for Bayada Home Health Care, one of the nation's most trusted home health care companies. In this role, Jeff has comprehensive responsibility for the people strategy for the company's more than 30,000 employees.

Jeff joined Bayada in March, 2022, following a diverse HR career spanning a broad range of public, private, PE-backed, and non-profit organizations. He has led people functions in a variety of industries including retail, renewable energy, financial services, technology, consulting and healthcare. Prior to joining Bayada, Jeff was EVP, Chief Human Resources Officer at Clean Harbors, North America's leading provider of environmental, energy, and industrial services.

Prior to Clean Harbors, Jeff held senior HR leadership roles at ARAMARK, Walgreen's, Harvest Power, and Dollar Financial Group. He also served as an Organizational Coach for Studer Group, a healthcare consultancy.

Jeff earned a Bachelor of Arts (B.A.) from Mount Vernon Nazarene University and a Master of Divinity (M.Div) from Nazarene Theological Seminary. He completed post-graduate work at the Lutheran Theological Seminary at Philadelphia. Jeff has also held the SPHR designation from the Society for Human Resources Management since 2002.



## **Nickle LaMoreaux**

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

Nickle leads IBM's people strategy, skills, employee experience and services, and global HR team supporting more than 250,000 IBMers across 170 countries.

In her 20 years at IBM, Nickle has led HR across organizations ranging from services to software to emerging markets – supporting the company's business growth through leadership development, talent acquisition, performance management, and skill building.

As VP of Compensation and Benefits, she led the design and deployment of all compensation and benefits programs globally. She was also responsible for the HR activities associated with mergers, acquisitions and divestitures, and drove the people side of the Red Hat acquisition.

Nickle holds a Bachelor of Science in Industrial and Labor Relations from Cornell University, and a Masters of Business Administration from Duke University.



## **Christy Lathrop**

### **Human Resources Director**

Christy Lathrop is currently serving as the Director of Human Resources for the Corporate Functions at Albemarle. She is responsible for providing human resources leadership across the Corporate Functions while establishing strong business partnership, talent management processes and change management.

Prior to joining Albemarle in September 2021 Christy worked at Domtar, Harris Corporation, SPX, Bausch + Lomb and Philips Lighting where she held HR Leadership roles in working in both manufacturing union and non-union environments, also supporting clients in Corporate and functional organizations.

Christy earned her BS in Management with a concentration in Human Resources from Saint John Fisher College in Rochester, New York. Christy holds her Professional Human Resources Certification from HRCI.

In her spare time, Christy likes to spend time with her family, watch football (go bills!), travel to new places and enjoys outdoor activities with her kids. She and her husband John live in Fort Mill, SC and moved from Upstate New York in 2017. They have two children, Mackenzie (15) and Tyler (12).

## Peggy Maes

### Senior Vice President and Chief People Officer

**Peggy Maes** has 37 years of human resources experience, including helping multi-national corporations with start-ups, turnarounds, acquisitions and spin-offs. She spent 15 years working in high-tech industries and then as a consultant for start-up companies. Peggy joined International Paper in 2014 as human resources director, Europe, Middle East, and Africa. She also worked in global human resources and talent management roles for Ingersoll Rand and Stanley Black & Decker.

Peggy has a bachelor's degree in economics from Instituut FUNCK (Belgium) and a Master of General Management from Solvay Brussels School (Belgium).





## Mairéad Magner

**Senior Vice President and Chief Human Resources Officer  
Trane Technologies**

Mairéad Magner is senior vice president and chief human resources officer of Trane Technologies. In this role, she is responsible for the global human resources strategies that enable the company's business goals and enhance the capabilities of the more than 37,000 team members around the world.

Mairéad joined the company in 1998 through a human resources leadership development program in Ireland. She grew her career with the company by leading human resources strategies for several of the company's business units around the world, including the Thermo King Americas business, the former global Industrial Technologies business, and the former Security Technologies business in Europe, the Middle East, India and Africa. In these roles, Mairéad's strong business partnerships and depth of experience enabled her to support business growth, mergers and acquisitions and transformation initiatives.

Most recently, Mairéad served as vice president, talent and organization capability, where she has been instrumental in shaping employee engagement, building an uplifting culture, advancing diversity and inclusion, and developing leadership and organizational capability around the world.

Mairéad is a board member and volunteer for several organizations in her community and has served as Campaign Chair for the Trane Technologies United way of the Carolinas campaign. She holds a Bachelor of Business Studies from the University of Limerick, Ireland.

## Biography



**Jennifer McIntyre**  
**Senior Vice President, Chief People & Culture Officer**

Ms. McIntyre became Senior Vice President, Chief People and Culture Officer in January 2021 after serving as Senior Vice President, Chief Streamline Officer, and Head of North American Operations. Previously, Ms. McIntyre served as Senior Vice President and Chief Integration Officer of Univar Solutions where she successfully led the integration of Univar and Nexeo Solutions following the March 2019 acquisition. Ms. McIntyre joined Univar in June 2013 as Vice President, Regional Supply Chain, and led the Company's Supply Chain Operations for the USA business from December 2014 to December 2017. In January 2018, Ms. McIntyre was promoted to Senior Vice President and Chief Supply Chain Operations Officer. Ms. McIntyre has more than 25 years of experience in the chemical manufacturing industry and served in several senior leadership positions at Rohm and Haas, a subsidiary of The Dow Chemical Company that manufactures specialty chemicals, and with The Dow Chemical Company, one of the world's largest chemical manufacturers. Ms. McIntyre's most recent role at The Dow Chemical Company was Global Supply Chain Director from January 2010 to June 2013. She currently serves on the board of Hoover CS, a leading provider of sustainable packaging and fleet management solutions. Ms. McIntyre earned her bachelor's degree in chemical engineering from Drexel University and a master's degree in environmental engineering from Drexel University.

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## Kevin M. McManus

In March of 2022 Kevin assumed the role of Chief Human Resources Officer for Omega Therapeutics. He is responsible for all aspects of Human Resources including talent acquisition, talent development, compensation & benefits and organizational design. He reports to the CEO and is a member of the Executive Committee. Before joining Omega, Kevin had been the SVP and CHRO for Acceleron Pharma where he led both HR and IT/Facilities Teams for the biotech company. The company was acquired in late 2021 by Merck.

Kevin began his career with GTE in the Human Resources Associate Development program. While at GTE he built a strong foundation in HR working in multiple areas of the function and across the United States. After GTE, Kevin joined Bristol-Myers Squibb supporting the Technical Operations organization and assumed the lead role for labor relations. During his tenure there he supported global marketing, US commercial organization and global drug development. His final role at BMS Kevin was he VP, HR for ConvaTec the medical device unit of BMS. In 2008, ConvaTec spun out from BMS to be a private company and Kevin played a lead role in the carve out process. Upon completion of the deal in 2008 Kevin became the SVP, HR for the new independent, privately held global medical device company.

Prior to his role Acceleron, Kevin was with Bayer, where he spent over six years, serving most recently as Vice President and HR Business Partner of Bayer Pharmaceuticals for the Americas. During his tenure while supporting the President of Bayer's America's pharma business, he was known for his global, commercial, and strategic expertise supporting the growing enterprise. Kevin values strong corporate culture and has developed strengths in talent acquisition, talent 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.



## **Preet Michelson**

Preet Michelson is the Chief People Officer at AHEAD, a leading provider of enterprise cloud solutions. As CPO, Michelson oversees all aspects of AHEAD's human resources strategy including talent management, leadership development, and compensation and benefits.

Preet comes to AHEAD from United Airlines, where she served as Managing Director, Human Resources for three years. In this role, she supported more than 35,000 union and M&A employees worldwide. While there she also worked closely with the company's Chief Digital Officer, gaining valuable experience within the tech landscape. Prior to United Airlines, Michelson worked at Molson Coors for five years where she served in a number of increasingly senior HR leadership roles. Her career has also included several years at Beam Suntory and PepsiCo, where she held leadership roles in a wide range of strategy and finance disciplines.

## Michelle D. Murphy

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Michelle Murphy is Senior Vice President and Chief Human Resources Officer for BAE Systems, Inc. In this role, she is responsible for all human resources, safety, health, environment, and employment-related activities for the U.S.-based international defense, aerospace, and security Company.

This business, which provides a broad range of products and services to a diverse, international customer base across air, land, maritime, and cyber domains, generated 2020 sales of approximately \$11.9 billion and employs more than 35,000 people around the world, with major operations in the United States, United Kingdom, Sweden, and Israel.

Prior to this role Michelle held Vice President of Human Resources and administration roles for the Intelligence & Security (I&S) and Support Solutions sectors of BAE Systems, Inc.

Murphy has an extensive background in human resources, including more than 15 years at Northrop Grumman, where she last served as the corporate director of executive compensation and human resources. During her time at Northrop Grumman, Murphy led human resources activities for domestic and international mergers and acquisitions, and, over the course of eight years, handled human resources and administration for Northrop Grumman's Aerospace Systems, Space Technology and Missile Systems business areas, all businesses with revenues exceeding \$3 billion a year.

Murphy earned both a Bachelor of Science and Master of Business Administration from the University of Nevada, Las Vegas, and she is also a certified Six Sigma Green Belt.



Anthony Norwood

Executive Vice President and Chief Human Resources Officer



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Tony Norwood is currently the Executive Vice President, Chief Human Resources Officer for Saia, Inc.(NASDAQ: SAIA), a leading freight transportation provider offering multi-regional less-than-truckload (LTL), non-asset truckload, expedited and logistics services. In this role, he leads all aspects of human resources, including the human capital and organizational capabilities strategies, culture development and employee engagement to achieve the business goals.

Prior to Saia, Tony was the Vice President, Human Resources for Corporate Functions and North America Shared Services at Trane technologies (previously Ingersoll Rand, plc). In his 13-year career at Trane Technologies, he served in various HR executive roles. Tony also held positions of increasing leadership responsibility in HR at Coca-Cola Bottling Co. Consolidated, Merck & Co., Inc., the New Ventures Group of Lucent Technologies and Amoco Corporation. Tony currently sits on the Board of Directors of WFAE, one of the leading affiliates in the National Public Radio network, where he chairs the Strategy Planning Committee.

Tony earned a Bachelor of Science degree in industrial and labor relations from Cornell University, a master's degree in global HR leadership from Rutgers University and a certificate in Modern CHRO Role & Strategies for Success Program ("Top Seat") from Cornell University - Center for Advanced Human Resources Studies and the National Academy of Human Resources.

Tony has over 30 years of experience leading organizational transformation, talent strategies, succession planning, diversity and inclusion and culture change.



# Tamla Oates-Forney

## Senior Vice President and Chief People Officer

Since December 2018, Tamla Oates-Forney has served as Senior Vice President and Chief People Officer of Waste Management. She drives an innovative, people-first strategy aiming to make the company of nearly 50,000 employees an employer of choice and great place to work while building a career.

Reporting directly to the CEO, Ms. Oates-Forney uses her significant human resources expertise to oversee people operations, employee relations, labor relations, HR technology and information systems, compensation, benefits, culture, learning, talent acquisition, leadership and talent development. She also actively works with Waste Management's board of directors, specifically related to the Management Development & Compensation Committee.

Prior to Waste Management, the award-winning Ms. Oates-Forney served at General Electric (NYSE: GE) for 20 years in a series of Human Resources leadership roles with increasing levels of responsibility including I&D, start-ups and emerging markets (GE Africa).

Ms. Oates-Forney holds a Bachelor of Science in Business Administration from the University of North Carolina, Chapel Hill. A noted philanthropist and investor, she is dedicated to her life's mission of supporting and mentoring women and girls of color.

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Waste Management, Inc., based in Houston, Texas, is the leading provider of comprehensive waste management services in North America. Through its subsidiaries, the company provides collection, transfer, recycling and resource recovery, and disposal services. It is also a leading developer, operator and owner of landfill gas-to-energy facilities in the United States. Visit [www.wm.com](http://www.wm.com) or [www.thinkgreen.com](http://www.thinkgreen.com).





**Amanda Orders** is BrightView's **Executive Vice President and Chief Human Resources Officer**. She is responsible for talent acquisition, compensation, benefits management, career development, performance management, succession planning, equity administration, retention, training, and leadership and organizational development across all BrightView service lines. Ms. Orders started with BrightView in 2012 as Human Resources Vice President. She was promoted to Senior Vice President of Human Resources for Maintenance Services in 2016. Ms. Orders was a key contributor to the Brickman/ValleyCrest merger in 2014, and has played a central role in GROW, an internal advocacy program for the women of BrightView.

Prior to joining BrightView, Ms. Orders held leadership positions in Human Resources at Alliance Data and the ScottsMiracle-Gro Company.

She is a graduate of the Ohio State University's Fisher College of Business.



## Chief People Officer **JENNIFER PALMIERI**



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

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

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

Her career experiences include:

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

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

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



## **Karishma Patel Buford**, Chief People Officer at Spring Health

Karishma Patel Buford leads Spring Health's People Team focused on building and expanding talent acquisition, onboarding, learning and development, total rewards, DE&I, organizational development and culture initiatives. The mission of this team is to build the mentally healthiest and highest performing company in the world.

Before joining Spring Health, Karishma led various teams at OppFi including People, Communications, and Customer Success. Her team drove key business transformation initiatives including building the organization's HR infrastructure and transitioning its succession and total rewards practices to those of a public company. Prior to OppFi she was at Groupon, where her global team, across 15 countries, owned talent development, DE&I, employer brand, and recruiting. Previous to Groupon, she worked at BAE Systems where she built globally consistent and locally customized talent management initiatives.

Karishma received her Bachelor's degree in Psychology from the University of Virginia and Doctorate in Clinical Psychology from the Georgia School of Professional Psychology. She completed her fellowship at the University of Pennsylvania Health System and mini-MBA certification from St. Thomas University, Opus College of Business, in Minnesota.



## Cate Prescott

### Chief People Officer and Senior Vice President

As chief people officer and senior vice president, Cate Prescott partners with the rest of the executive team to position HR as a strategic change agent that collaborates with the business in delivering its results. With a strong commitment to drive philosophies and programs that bring NI's culture to life, she and her global team use the company's People Platform as a foundation to ensure employees remain core to NI's success.

One of the programs Cate leads at NI is our Diversity and Inclusion team (D&I). Our company's mission, strategies, and practices to support a diverse workplace and leverage the effects of diversity to achieve a competitive business advantage.

Prior to this role, Cate served as HR director of NI's global sales and marketing organizations in EMEA, APAC, and the Americas from 2013 to 2016.

Before joining NI, Cate was head of HR for BAE Systems—Military Air and Information Sector (2005–2013) and head of HR for MVC, a subsidiary of Woolworths Group (2002–2005).

Cate holds bachelor's and master's degrees in strategic HR and an advanced diploma in coaching from Oxford. She is a fellow of the Chartered Institute of Personnel and Development, member of the European Mentoring and Coaching Council, and former UK regional government ambassador for Engage for Success.

Board member of the Boys and Girls Club Austin Area, Chair of the Operations Committee, First Executive Advisory Board, and Girlstart, Governance Committee member

Outside of work, she enjoys spending time with her family, hitting the hiking trails, and discovering all the fun and "weird" things to do in Austin.



RUSSELL INVESTMENTS GLOBAL HUMAN RESOURCES

# Associate biography



Jenny M. Proctor, SHRM-SCP, GPHR

Chief Human Resources Officer

Jenny Proctor is Chief Human Resources Officer for Russell Investments. In the role, she oversees all of Russell Investments HR teams worldwide including HR operations, relationship management, total rewards, and talent management, development and acquisition. Proctor reports directly to Chairman and President Kevin Klingert and serves as a member of the firm's Management Committee.

In her 17 years at Russell Investments, Proctor has worked across multiple HR roles and functions. Prior to assuming her current role, Proctor served as Director of Global HR, providing direct HR counsel and support to associates across Global Shared Services, the Investment Division, Global Marketing, Global Solutions and North America GTM. Proctor and her team were instrumental in designing and implementing the talent and performance management processes for the firm. In her previous roles, Proctor provided HR support to the Russell Indexes business where she was instrumental in the divestiture to the London Stock Exchange, led the associate development function for the U.S. and helped create "Russell University".

Prior to joining HR in 2010, she was a compliance officer for ten years: six years with Russell Investments and four years at other firms.

Masters Diploma in Organisational Leadership, Oxford University  
B.S. Business, Human Resource Management, University of Phoenix  
Member of Delta Mu Delta International Honor Society  
Member Society of Human Resource Management, SHRM-SCP, GPHR  
Formerly, Registered Principal, FINRA Series 7, 24, 53, 66, 6, 26 and 63



## Executive Biography

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### Cindy Ryan

#### **Executive Vice President & Chief Human Resources Officer**

Cindy Ryan was named Cigna's Executive Vice President and Chief Human Resources Officer (CHRO) in August 2021. As CHRO, Cindy is responsible for aligning Cigna's talent strategy with the needs of the business to help the company grow and employees thrive. In this role, Cindy leads the company's HR Centers of Expertise, including compensation, benefits and well-being, talent acquisition, learning and leadership development, operations, and employee relations, in addition to leading all of the HR Business Partner (HRBP) teams globally. Cindy also oversees the company's diversity, equity, and inclusion (DEI) efforts, and serves as the executive sponsor of the ASPIRE enterprise resource group, which focuses on Cigna's Asian and South Asian colleagues. She also oversees the company's charitable giving strategy, inclusive of the Cigna Foundation, of which she is Chair of the Board of the Directors. Lastly, Cindy is responsible for Cigna's Global Security & Aviation team, which ensures the safety of Cigna employees in the workplace and when traveling on company business.

Prior to being named CHRO, Cindy spent 23 years at Cigna in roles of increasing responsibility, most recently as SVP and Human Resources Officer for Cigna's U.S. Businesses. In this role, Cindy was responsible for driving business growth through talent management strategies, employee engagement, and leadership effectiveness. Cindy was previously the human resources leader for Cigna's Commercial and Government businesses, Enterprise Strategy and Solutions, and Global Technology. Earlier in her career, she led the Global Talent Management organization, which encompassed recruitment,

learning and development, leadership development, succession planning, strategic workforce planning, employee engagement, performance management, and employee relations. Cindy began her career working as a human resources generalist for a health care delivery company, prior to joining Cigna as an associate in its HR Development Program. Cindy holds a Bachelor of Science degree in Management from the State University of New York at Geneseo and a Master of Industrial and Labor Relations degree from Cornell University.



## Ola Snow

Chief Human Resources Officer  
ola.snow@cardinalhealth.com

Cardinal Health  
7000 Cardinal Place  
Dublin, OH 43017

### About Ola Snow

Ola Snow is chief human resources officer (CHRO) at Cardinal Health with oversight for the company's Human Resources, Diversity, Equity and Inclusion, Community Relations, Environmental Health and Safety, Security, Real Estate, Facilities and Aviation organizations.

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

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

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

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

Snow's passion for DE&I and her strong leadership skills have been recognized by several organizations including Top 50 HR, Columbus Business First, and the National Diversity Council.

In the community, Snow is actively engaged in numerous boards, commissions and councils including Flying Horse Farms, the Columbus Women's Commission, The Ohio State University's Fisher Leadership Initiative Corporate Advisory Council, and Baxter Credit Union. She is an active member of the American Heart Association's Go Red for Women Circle, chaired the 2022 Columbus Go Red campaign, and currently sits on the Go Red for Women National Council.



## Phil Ulrich

Chief Human  
Resources Officer

Phil Ulrich is the chief human resources officer at Flex, the manufacturing partner of choice that helps a diverse customer base design and build products to improve the world.

Mr. Ulrich is responsible for the global human resources organization, including talent management and development, compensation and benefits, culture, employee engagement, and diversity and inclusion programs, among others. In his role, he is focused on cultivating a collaborative, high-performing culture and creating an inclusive workplace where every employee is empowered to do their best work.

Prior to joining Flex in 2019, Mr. Ulrich was senior vice president, Human Resources, Electrical Sector for Eaton, a global power management company, and responsible for leading talent management and development, building functional capability in the sector and driving standardized processes to support growth.

In 2012, Mr. Ulrich joined Eaton as part of the Cooper Industries acquisition and was later named the human resources leader for the integration team. Prior to Eaton, he held a series of leadership positions at Cooper Industries and Honeywell International.

Mr. Ulrich holds a bachelor's degree in psychology from Presbyterian College, and a master's degree in industrial/organization psychology from Clemson University.



## Gillian Whitebread

Chief Human Resources Officer and Executive Vice President, LifeWorks

**Gillian Whitebread** is Chief Human Resources Officer and Executive Vice President. Ms. Whitebread joined the Company in September 2018. She is responsible for developing and executing the global people strategy to enable the Company's business growth, while fostering an inclusive, purpose-driven culture centered around total wellbeing.

As CHRO, she is also a LifeWorks client, leveraging the Company's products and services to deliver best-in-class experiences which promote our people's mental health and wellbeing and empower them to be brand ambassadors. For over 20 years, she has enabled businesses by building diverse high-performing teams, fostering inclusive workplaces, focusing on the top people priorities to further business strategy, and designing engaging, brand-aligned employee experiences.

Immediately prior to joining LifeWorks, Ms. Whitebread was Vice President, Human Resources of CIBC's Technology & Operations and Client Connectivity & Innovation team, enabling CIBC's digital, workplace and business model transformation.

She graduated from Queen's University with an Honours Bachelor of Commerce degree and holds a Master of Business Administration degree from the Richard Ivey School of Business and Certified HR Leader designation from the Human Resources Professionals Association. In addition to her corporate experience, she sits on the Board of Trustees of the McMichael Canadian Art Collection and is Chair of its Human Resources Committee.

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