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CHIEF HUMAN
RESOURCES OFFICER
ACADEMY

CHRO Academy XXII and XXIII

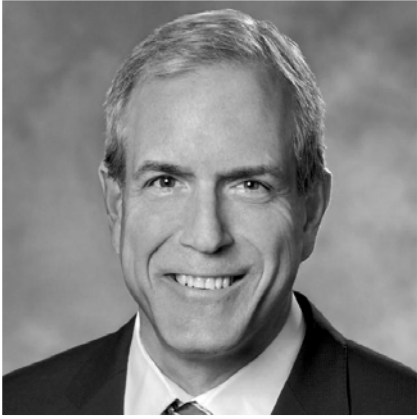
June 6-8, 2023

Faculty Directory

NAHR CHRO 2023 Academy XXII and XXIII Faculty Directory

Last Name	First Name	Title and Company	Email
Allen	Bill	President, Allen Advisors Former Chief Human Resources Officer, Macy's, Inc.	wsallen2468@gmail.com
Alziari	Lucien	EVP and Chief Human Resources Officer, Prudential Financial Former SVP and Chief Human Resources Officer, A.P. Moller-Maersk	lucien.alziari@prudential.com
Antoine	Dick	President, AO Consulting Former Global Human Resources Officer, Procter & Gamble	rlantoine655@gmail.com
Barclay	Katy	Former SVP, Human Resources, The Kroger Company and General Motors	katy.barclay@gmail.com
Bartl	Tim	President and Chief Executive Officer The HR Policy Association	tbartl@hrpolicy.org
Buckingham	Lisa	President, The Ellig Group Former EVP, Chief Human Resources Officer, Lincoln Financial Group	lbettingerbuckingham@gmail.com
Caplan	Deborah	EVP, Human Resources and Corporate Services, NextEra Energy, Inc.	deborah.caplan@nexteraenergy.com
Cox	Kevin	Chief Human Resources Officer, General Electric Chief Administrative Officer, GE Aerospace	kevin.cox@ge.com
D'Ambrose	Michael	EVP and Chief Human Resources Officer, The Boeing Company Former SVP and Chief Human Resources Officer Archer Daniels Midland	michael.d'ambrose@boeing.com
Fasolo	Peter	EVP, Chief Human Resources Officer, Johnson & Johnson	pfasolo@its.jnj.com
Foulkes	Fred	Director, Human Resources Policy Institute Professor of Management and Organizations Boston University, Questrom School of Business	ffoulkes@bu.edu
Fry	Steve	Former SVP, Human Resources & Diversity, Eli Lilly and Company	sffry11@gmail.com
Gherson	Diane	Senior Lecturer, Harvard Business School Former Chief Human Resources Officer, IBM Corporation	djgherson@gmail.com
Keogh	Tracy	Chief People Officer and Growth Partner Former Chief Human Resources Officer, HP, Inc.	tkeogh@greathillpartners.com
Kimmet	Pam	Chief Human Resources Officer, Manulife Former Chief Human Resources Officer, Cardinal Health Former SVP and Chief Human Resources Officer Coca-Cola Enterprises	pam_kimmet@manulife.com
Lewin	David	Neil H. Jacoby Professor Emeritus of Management Human Resources and Organizational Behavior, UCLA Anderson School of Management Managing Director and Head of Human Capital Labor and Employment Practice Berkeley Research Group	david.lewin@anderson.ucla.edu
Marsili	Daniel	President, NAHR and NAHR Foundation Former Chief Human Resources Officer, Colgate-Palmolive Company	dmarsili@nationalacademyhr.org
Morris	Donna	EVP and Chief People Officer, Walmart, Inc. Former Chief Human Resources Officer and EVP, Customer and Employee Experience Adobe Systems	donna.morris@walmart.com
Murabito	John	Former EVP & Chief Administrative Officer, Cigna Corporation	john.murabito@outlook.com
Pambianchi	Christy	EVP, Chief People Officer, Intel Former EVP and Chief Human Resources Officer, Verizon Communications, Inc.	christy.pambianchi@verizon.com
Ruocco	Joe	Managing Director, Coastal Capital Partners Former SVP, Human Resources, The Goodyear Tire and Rubber Company	ruocco.coastal@gmail.com
Smart	Jill	President Emeritus, NAHR and NAHR Foundation Former Chief Human Resources Officer, Accenture	jillbsmart@outlook.com
Stuckey	Perry	Former SVP and Chief Human Resources Officer, Eastman Chemical Company	ppstuc@gmail.com
Swan	Mara	Former EVP, Global Strategy and Talent, Manpower Group	maraswanbiz@gmail.com

Last Name	First Name	Title and Company	Email
Tharp	Charlie	Professor of the Practice, Management and Organizations Department Boston University, Questrom School of Business Senior Advisor, Research and Practice Center on Executive Compensation, HR Policy Association	charles.tharp@uconn.edu
Torsone	Johnna	Executive Partner, CHRO Services, Gartner, Inc. Former Partner, NYC Law Firm	johnna.g.torsone@outlook.com
Ulrich	Dave	Co-Founder, The RBL Group Rensis Likert Professor Ross School of Business, University of Michigan	dou@umich.edu
Wright	Patrick	Thomas C. Vandiver Bicentennial Chair, Dept. of Management Darla Moore School of Business, University of South Carolina	patrick.wright@moore.sc.edu
Ziskin	Ian	President, Exec Excel Group, LLC Former Corporate VP, Chief Human Resources and Administrative Officer Northrop Grumman Corporation	iziskin@exexgroup.com



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

A U.K. citizen, Alziari 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. 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, Alziari was a non-executive Director of C&J Clark International, a UK - based global footwear company with around \$2 billion in revenues. He 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. Since 2019, he has served as Director for the HR Policy Association. He is also a Fellow and Director of the National Academy of Human Resources, a founding member of HR50 and a recipient of the 2018 Distinguished Human Resources Executive Award from the Academy of Management.



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 a 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 IRC (Industrial Resources Counselors). He is also on the Advisory Board of The University of Wisconsin Engineering School. He was elected a Fellow in the National Academy of Human Resources and is a member of two professional HR organizations (PRT and HRPI). Mr. Antoine has a Chemical Engineering Degree from the University of Wisconsin and an MBA from the University of Chicago

Mr. Antoine and his wife of 52 years live in Longboat Key, Florida.

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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.





Timothy J. Bartl *President and CEO, HR Policy Association*

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

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

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

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

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

LISA BUCKINGHAM PRESIDENT



Lisa Buckingham, President of Ellig Group, is committed to a purpose-driven mission of driving diversity in executive search, advising boards, and developing senior-level executives and board leaders. She is passionate about assessing and developing talent, organizational effectiveness, and total rewards. Lisa brings over 30 years of experience helping leadership teams transform cultures, companies and individuals' lives through innovative talent strategies, DEI initiatives, career development, and coaching.

Most recently, Lisa served as Chief People, Place & Brand Officer for Lincoln Financial Group for over a decade. During her tenure, she was responsible for all human resources practices and policies and for overseeing the corporation's brand and advertising, enterprise communications, consumer insights and corporate social responsibility activities, as well as foundation, facilities, aviation, and corporate strategic real estate areas. Lisa also led Lincoln's business continuity and enterprise crisis management initiatives. A member of the Senior Management Committee, she reported directly to President and Chief Executive Officer.

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

Lisa is a Board advisor for several HR technology-driven start-up organizations and is a Limited Partner in and Operating Advisor to The 98.





Deborah H. Caplan

Executive Vice President
Human Resources and Corporate Services

Deb Caplan is executive vice president of human resources and corporate services for NextEra Energy, Inc., a leading clean energy company. Ms. Caplan is responsible for NextEra Energy's workforce initiatives including recruiting, learning and development, health and well-being, diversity and inclusion, and recognition, as well as shared services including corporate real estate, corporate security and aviation.

Prior to this position, Ms. Caplan served as vice president & chief operating officer for Florida Power & Light Company, a subsidiary of NextEra Energy, Inc., and one of the largest investor-owned electric utilities in the nation. She also served as NextEra Energy's vice president of integrated supply chain where she was responsible for sourcing and logistics for more than \$5 billion in goods and services annually.

Prior to joining NextEra Energy, Ms. Caplan worked at General Electric Company as the senior vice president of global operations for Vendor Financial Services, a leasing and inventory finance company with \$20 billion in assets and more than 500,000 accounts worldwide. During her tenure with GE, she held leadership positions in customer service, operations, manufacturing, Six Sigma and project management with GE Capital and Aircraft Engines.

Ms. Caplan holds a bachelor's degree in aerospace engineering from the University of Michigan and a master's degree in manufacturing engineering from Boston University. She is a certified Six Sigma Master Black Belt. She is a member of the National Petroleum Council, an oil and natural gas advisory committee to the U.S. Secretary of Energy. She serves on the boards for the HR Policy Association, the Health Transformation Alliance, the Association to Advance Collegiate Schools of Business, and the Urban League-Palm Beach County. Ms. Caplan is also a member of the International Women's Forum.

NextEra Energy, Inc. (NYSE: NEE) is a leading clean energy company headquartered in Juno Beach, Florida. NextEra Energy owns Florida Power & Light Company, which is the largest rate-regulated electric utility in the United States as measured by retail electricity produced and sold, and serves more than 5.6 million customer accounts, supporting more than 11 million residents across Florida with clean, reliable and affordable electricity. NextEra Energy also owns a competitive clean energy business, NextEra Energy Resources, LLC, which, together with its affiliated entities, is the world's largest generator of renewable energy from the wind and sun and a world leader in battery storage. Through its subsidiaries, NextEra Energy generates clean, emissions-free electricity from seven commercial nuclear power units in Florida, New Hampshire and Wisconsin. A Fortune 200 company and included in the S&P 100 index, NextEra Energy has been recognized often by third parties for its efforts in sustainability, corporate responsibility, ethics and compliance, and diversity. NextEra Energy is ranked No. 1 in the electric and gas utilities industry on Fortune's 2021 list of "World's Most Admired Companies" and received the S&P Global Platts 2020 Energy Transition Award for leadership in environmental, social and governance. For more information about NextEra Energy companies, visit these websites: www.NextEraEnergy.com, www.FPL.com, www.GulfPower.com, www.NextEraEnergyResources.com.

Kevin Cox

Chief Human Resources Officer, GE
Chief Administrative Officer, GE Aerospace



Kevin Cox is the Chief Human Resources Officer (CHRO) for GE and Chief Administrative Officer (CAO) for GE Aerospace. Joining GE in February of 2019 as CHRO, Kevin is responsible for leading GE's global HR organization, including Talent Management, Leadership Development and Learning, Compensation and Benefits, Employee Relations, and Security. In his role as CAO of GE Aerospace, Kevin leads the GE Aerospace HR team, working closely with the Senior Leadership Team on strategy, talent, and culture priorities as the business prepares to become its own public company in early 2024.

Kevin has been a leader in Human Resources for nearly three decades, focused on driving business results through the unique intersection of strategy, talent, and culture. With a distinct focus on leadership, his areas of expertise include developing top talent, succession planning for critical roles, helping organizations thrive in dynamic conditions and leading large-scale complex change.

Prior to joining GE, Kevin served as the Chief Human Resources Officer at American Express for 14 years. Previously, he spent 16 years at Pepsi-Cola and the Pepsi Bottling Group (PBG), where he held positions leading strategy, business development, technology, and Human Resources. He played a significant role in the successful initial public offering of PBG in 1999.

In addition, Kevin has extensive corporate board experience, having served on the boards of the Kraft Heinz Company, Corporate Executive Board (CEB), Virgin Mobile USA, American Express Global Business Travel, and Chefs' Warehouse.

Active in several professional organizations, Kevin serves as Chairman of the Health Transformation Alliance, as a board member of the Human Resources Policy Association and as a member of Gartner's CHRO Leadership Board. He is also a former chair and current advisory board member of the Cornell University Center for

Advanced Human Resources Studies, and co-founder and board member of the University of South Carolina's Center on Executive Succession.

Kevin is a recipient of the 2015 Distinguished Human Resource Executive Award from the Academy of Management (AOM). This annual award honors executives who have made significant contributions in the field of HR practice, research and education. In 2009, he was named a Fellow of the National Association of Human Resources.

Kevin holds a Master's of Labor and Industrial Relations from Michigan State University and a Bachelor of Arts from Marshall University. His interest in learning to play the guitar has given way to his current passion for flying as a licensed private pilot and working on his instrument rating.

Executive Biography



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

Michael D'Ambrose is the chief human resources officer and executive vice president of Human Resources for The Boeing Company. In this role, he is responsible for the company's leadership and learning, talent planning, employee and labor relations, total rewards, and diversity and inclusion initiatives. He is also a member of the company's executive council.

D'Ambrose has been a leader in human resources for over three decades, focused on leveraging innovative human strategies to influence business strategy, empower leaders, embrace change and deliver business results. He is a passionate advocate for diversity and inclusion and brings deep expertise in talent management, succession, compensation, M&A, labor/union negotiations, and creating high performing teams that drive extraordinary results. Prior to joining Boeing in 2020, D'Ambrose spent almost 14 years as the senior vice president and chief human resources officer for Archer Daniels Midland (ADM), where he oversaw global human resources, helping to lead a corporate culture of innovation, inclusion and integrity.

Previously, he served in a series of executive-level business and HR positions, including chief human resources officer at Citigroup, First Data and Toys 'R' Us Inc., along with senior HR roles at Travelers Mortgage Services and Ingersoll-Rand Corporation. He also served as the CEO of Shadow Broadcasting Services and as chief operating officer for Westwood One, Inc.

In addition, D'Ambrose has extensive corporate board experience, serving on the board of directors for Jobs for America's Graduates (JAG) as chair of the Resource Development Committee. He also serves on several other high-profile boards, including the Cornell Center for Advanced Human Resource Studies (CAHRS), the National Academy of Human Resources (NAHR), Society for Human Resource Management (SHRM), and the Center for Executive Succession (CES) at the Darla Moore School of Business at the University of South Carolina.

In 2016, D'Ambrose earned HR's highest honor as a fellow of the National Academy of Human Resources, a distinction that—when he was inducted—had only been granted to 163 individuals since 1992. He also helped to create Together We Grow, an association of approximately 50 industrial, educational, NGO and legislative partners focused on driving diversity and inclusion in the agriculture industry. In 2022, D'Ambrose was honored by the Academy of Management - Human Resources Division by receiving the Distinguished Human Resources Executive Award.

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

Peter M. Fasolo, Ph.D.
Executive Vice President, Chief Human Resources Officer



Peter M. Fasolo is Executive Vice President, Chief Human Resources Officer at Johnson & Johnson. Peter serves as a member of the Company's Executive Committee, chairs the Pension and Benefits Committee and is a member of the Compensation Committee. He works closely with the Executive Committee and the Johnson & Johnson Board of Directors on key succession and compensation strategies for the company.

With more than \$94 billion in global revenues and more than 150,000 employees across 60 countries, Johnson & Johnson, a Fortune 500 company, is regularly recognized as one of the best places to work and most admired companies in the world. Peter has responsibility for global talent, recruiting, diversity, compensation benefits, and all aspects of the human resources agenda for the company.

Under Peter's leadership, Johnson & Johnson has fully transformed its approach to human resources strategy and service delivery by establishing a global network of shared services and creating an insights and analytics capability to align its talent and business strategies for innovation and growth. During his tenure, the Company has been able to place nearly 80% of senior management positions with internal successors, while at the same time filling over 22,500 positions annually with people of diverse, global backgrounds.

Peter has committed to creating the healthiest workforce on the planet by integrating principles of Energy for Performance® and innovative digital tools that help support the total health of every employee. He is also a relentless champion of progressive workforce and labor policies, embedding inclusive behaviors and leadership goals throughout the organization to create a greater sense of belonging for all employees.

With the solid foundation built under his leadership, Johnson & Johnson was able to swiftly expand its benefits and policies during the COVID-19 pandemic to help protect employee health, safety and well-being and provide greater flexibility and the support needed for employees to care for themselves, their families and their communities. In recognition of his contributions to the Human Resources profession and commitment to the well-being of our employees, Peter was named Human Resource Executive's HR Executive of the Year in 2022.

Peter first joined Johnson & Johnson in 2004 as Worldwide Vice President, Human Resources in the Medical Devices segment. He also served as the Company's Chief Talent Officer with

responsibility for executive assessment and development. Prior to joining Johnson & Johnson, he spent 13 years with Bristol-Myers Squibb in executive level, human resources roles across business segments and lived and worked outside the U.S. including Paris, France.

Peter left Johnson & Johnson in 2007 to join Kohlberg Kravis Roberts & Co. (KKR) as Chief Talent Officer where he worked on operational improvements, top team and board composition, and executive compensation for the North American portfolio of companies owned by the firm. He returned to Johnson & Johnson in 2010.

Peter earned a Ph.D. in Organizational Behavior from the University of Delaware (1989), a Master of Arts degree in Industrial Psychology from Fairleigh Dickinson University (1986) and a Bachelor of Arts degree in Psychology from Providence College (1984). He serves on the Boards of the Human Resources Policy Association, Tufts University and Save the Children and was named a Fellow of the National Academy of Human Resources in 2017.



FRED K. FOULKES

Director, Human Resources Policy Institute
Professor of Management and Organizations
Boston University Questrom School of Business

Professor Foulkes received M.B.A. and D.B.A. degrees from Harvard Business School and an A.B., magna cum laude, Phi Beta Kappa, from Princeton University.

His principal publications include: Creating More Meaningful Work (The American Management Association); Casebook on Church and Society (with Keith Bridston, Ann D. Meyers and Louis Weeks, Abington Press); Personnel Policies in Large Nonunion Companies (Prentice-Hall); Human Resources Management: Cases and Text (with E.R. Livernash, Prentice-Hall); Employee Benefits Handbook (editor and contributing author Warren, Gorham & Lamont); Strategic Human Resources Management: A Guide for Effective Practice (Prentice-Hall), Human Resources Management: Readings (Prentice-Hall) and Executive Compensation: A Strategic Guide for the 1990s (Harvard Business School Press). Professor Foulkes has also written numerous articles, including five published in the Harvard Business Review, and has developed over 160 case studies.

Professor Foulkes is the founder and director of the Human Resources Policy Institute, a partnership between Questrom School of Business faculty and over 55 chief HR officers of many of the largest companies in the United States. Members include: CVS Health, Fidelity Investments, HP, IBM, Metlife, and P&G.

Recipient of the Employment Management Association Award and the Five Star Achievement Award from the Northeast Human Resources Association, Professor Foulkes was named a Fellow of the National Academy of Human Resources (NAHR), the human resources profession's highest honor for outstanding achievement.

A former director of Bright Horizons Family Solutions, Panera Bread, and Wheelock College, he is a director of Operation ABLE and a member of the NAHR Foundation Board. A former board member of the Human Resources Planning Society and both the Society for Human Resources Management (SHRM) and the SHRM Foundation, he is a senior advisor to the Northeast Human Resources Association (NEHRA), a SHRM chapter. He is also the chair of the Nutrition Roundtable at the Harvard T.H. Chan School of Public Health and a member of the Management Program Advisory Board of the Harvard University Extension School.

He and his wife Graceann live in Belmont, MA, and are the parents of two sons.

Steve Fry



Steve Fry retired from Eli Lilly and Company in December 2022, where he served as executive vice president and chief human resources officer the previous 12 years.

Steve joined Lilly in 1987 as a scientific systems analyst supporting Lilly Research Laboratories after earning his bachelor's degree in information systems from the University of Indianapolis. 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 / New Zealand affiliate. He returned to the U.S. in 2007 to provide human resources leadership for the global sales and marketing organization before accepting the role of vice president human resources supporting the Lilly Bio-Medicines and Emerging Markets business units in 2009.

Steve serves on the boards of the University of Indianapolis and the National Academy of Human Resources. He previously served on the boards of Ascend Indiana, the Human Resources Policy Association, the Center on Executive Compensation and Make-A-Wish Ohio-Kentucky-Indiana. Steve was named a Fellow of the National Academy of Human Resources in 2020.



Diane Gherson

Ms. Gherson is a Senior Lecturer in Organization Behavior at the Harvard Business School.

In December 2020, Diane retired as an officer of IBM after serving seven years as Chief Human Resources Officer, responsible for the people and culture of IBM's 360,000 person global workforce. Ranked #3 on Forbes World's Best Employer 2020 list, IBM is also ranked #3 Best Managed Company by the WSJ/Drucker Institute.

Diane holds a U.S. patent in the field of predictive analytics, and has been widely recognized as a high-impact, technology savvy CHRO who has redefined the HR profession for the digital era.

During her tenure as CHRO, Diane redesigned all aspects of the company's people agenda and management systems to support a massive shift in the business portfolio, shaping a culture of continuous learning, innovation and agility. She championed the company's global adoption of design thinking and agile methods at scale, as an example, driving a company-wide, co-created overhaul of performance management. Diane was a trailblazer in infusing AI and automation across all HR offerings, resulting in hundreds of millions of annual net benefits and world-class employee engagement. She also established an industry-recognized DOL-certified apprenticeship program, providing a career gateway to tech roles for people without degrees from disadvantaged backgrounds. Under her leadership, IBM achieved historic increases in diversity representation and published its first diversity and inclusion report.

Diane's work has been widely profiled, including in *Harvard Business Review*, *MIT Sloan Management Review*, *Business Insider*, *Forbes*, *Fortune*, *the Economist*. Diane has also formed and led coalitions of CHROs to proactively advocate on Capitol Hill on social issues affecting employees, such as DACA, transgender inclusion, and health care cost transparency.

Diane was named HR Executive of the Year by *HR Executive* in 2018, and elected Fellow of the National Academy of Human Resources (NAHR), the highest honor granted in the HR profession. She was named by *Business Insider Top 100 People Changing the World of Business* alongside Elon Musk, Larry Fink, Ken Frazier and Tarana Burke, and also by *HR Executive* to their inaugural top 100 list of HR Tech Influencers.

Diane is a non-executive Director of Ping Identity, a cyber-security software company. She also serves on the Board of the National Academy of Human Resources and is an Executive Advisory Board Member at Semper Virens Venture Capital.

Prior to joining IBM in 2002, Ms. Gherson was a management consultant, leading the global compensation and performance practice at Willis Towers Watson. Diane holds a Bachelor's degree from Trinity College, University of Toronto and a Master's degree in Industrial & Labor Relations from Cornell. She completed PhD coursework but not her degree at the Sloan School of Management, MIT.

Executive Biography

Tracy Keogh

Chief People Officer and Growth Partner
Great Hill Partners



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 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 all of aspects of HR including culture and engagement, people operations, organization effectiveness, total rewards, talent acquisition and development 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.

Tracy served on the Board of Directors for Cisive, a global provider of human capital management and risk management solutions. Currently, she is 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.

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 and co-chairs its Membership 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 27.

Professor Lewin serves on the editorial Boards of *Industrial Relations*, *California Management Review*, *Journal of Change Management*, and *Work, Organization and Employment*. He is a founder and Fellow of the National Academy of Human Resources (NAHR) and presently serves as a Director of the NAHR Foundation. He twice served as Faculty Director of the Columbia University Business School Ph.D. Program and twice served as the Senior Associate Dean of the UCLA Anderson School MBA Program. Professor Lewin is also a founder and faculty member of the Columbia Business School/New York City Police Department Police Management Institute (PMI), and previously served as a Director of K-Swiss, Inc.

Professor Lewin consults widely on human resource management issues with business, non-profit and government organizations in the United States and abroad. He also serves as an expert witness in employment litigation, having testified at court trials and arbitration hearings on 70 occasions. His recent expert retentions involve issues of organizational governance, no poaching and non-compete agreements, executive compensation, independent contractor vs. employee status, wrongful termination, managerial and employee misclassification, sexual harassment, and age, gender, race, national origin and disability discrimination.



Daniel Marsili
President, National Academy of Human Resources and NAHR Foundation

Daniel Marsili is President of the National Academy of Human Resources (NAHR) and the NAHR Foundation and a Fellow of the Academy since 2012.

<https://www.nationalacademyhr.org/>. Through a rigorous peer review process, NAHR recognizes individuals as Fellows who have distinguished themselves through their leadership in the broad field of human resources. It also recognizes select organizations and institutions. Through its not-for-profit Foundation, NAHR sponsors a Chief Human Resources Officer Academy, Fellows in the Classroom program, and an array of scholarships that support students committed to human resources careers.

He is a retired Chief Human Resources Officer at Colgate-Palmolive Company, a leading global consumer products company, with operations in over 200 countries and more than 35,000 employees worldwide. Daniel held the top HR position at Colgate for more than 15 years before retiring in 2020 after thirty years of service.

In other leadership roles he is a Fellow of the Human Resources Policy Institute at Boston University's Questrom School of Business where he is a past Chairman of its Steering Committee and where he continues to be an active member. He also was a co-chair of the Gartner CHRO Global Leadership Board and actively participates in Gartner's CHRO Emeritus Program. He is a member of the Advisory Board for the Black Experience, a 501(c)(3) which produces and open-sources educational content highlighting 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/>. Since 2007, Daniel has been a member of the Board of Directors of Miracle Foundation, a globally focused 501(c)(3) that brings life-changing care to orphaned children in India and vulnerable children in the U.S. Foster Care System <https://www.miraclefoundation.org/>.

Daniel's undergraduate degree is in Hospitality Management from the University of Massachusetts at Amherst's Isenberg School of Business, and he earned his JD from Loyola University, New Orleans. A Massachusetts native, Daniel lives with his family in Sag Harbor, New York.

Donna Morris

EVP and Chief People Officer
Walmart, Inc.



Donna Morris is executive vice president and chief people officer for Walmart Inc. A member of the executive committee, Donna is responsible for attracting, retaining and developing talent for one of the world's largest private employers.

Donna has nearly 20 years of leadership experience in delivering innovative people solutions, developing and managing teams that operate in an agile way, and helping to build a high-performance culture that promotes diversity and inclusion. Donna joined Walmart from Adobe, where she served as chief human resources officer and executive vice president of employee experience.

A native of Ottawa, Canada, Donna joined Adobe in 2002 and most recently led all aspects of the company's human resources, real estate and security operations. She led a number of workplace-friendly initiatives at Adobe, including expanding its family leave policy and simplifying standard HR processes.

Donna has a bachelor of arts degree in political science from Carleton University. Donna holds the Society for Human Resource Management – Senior Certified Professional (SHRM-SCP), Senior HR Professional (SHRP) and Canadian Certified Human Resources Professional (CHRP) designations. In 2022, Donna joined the Board of Trustees at Fordham University in New York.

Donna and her husband, Wayne, live in Northwest Arkansas. They have one son, Kyle, who lives in New York.

Anne M. Mulcahy

Lead Director, Johnson & Johnson Board of Directors (since 2012)

Independent Director, Johnson & Johnson Board of Directors (since 2009)



Ms. Mulcahy, age 70, was Chairman and Chief Executive Officer of Xerox Corporation (business equipment and services) until July 2009, when she retired as CEO after eight years in the position. Prior to serving as CEO, Ms. Mulcahy was President and Chief Operating Officer of Xerox. She also served as President of Xerox's General Markets Operations, which created and sold products for reseller, dealer and retail channels. Earlier in her career at Xerox, which began in 1976, Ms. Mulcahy served as Vice President for Human Resources with responsibility for compensation, benefits, human resource strategy, labor relations, management development and employee training; and as Vice President and Staff Officer for Customer Operations, covering South America and Central America, Europe, Asia and Africa. Ms. Mulcahy was the U.S. Board Chair of Save the Children from March 2010 to February 2017, and was appointed as a Trustee in February 2018.

Skills and Qualifications

- Experience leading a large, global manufacturing and services company with one of the world's most recognized brands
- Expertise in organizational and operational management issues crucial to a large public company
- Deep commitment to business innovation and talent development

Current Committees

- Chair, *Nominating & Corporate Governance*
- Member, *Finance*
- Member, *Audit*

Other Public Board Service

- Graham Holdings Company (since 2008)
- LPL Financial Holdings Inc. (since 2013)

Recent Past Public Board Service

- Target Corporation (1997 - 2017)
- Williams-Sonoma, Inc. (2018 – 2022)

John M. Murabito

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 has served as a Corporate Director for Winnebago Industries since 2017 and chairs the HR Committee. He also has been a member of the Augustana College Board of Trustees since 2013 and currently serves as Board Chair. He also serves as Board Chair for the National Academy of Human Resources, where he was named a Fellow in 2006. Since his retirement from Cigna, John has also selectively taken on a few consulting roles at the intersection of healthcare and human capital.

Demonstrating his personal commitment to healthcare and his community, John has been a board member and president of Juvenile Diabetes Research Foundation chapters in both 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.

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 is a former HR Executive magazine "HR Executive of the Year" and received a "Lifetime Achievement Award" from HRO Today.

John earned 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.



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

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

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

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

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



JOE RUOCCO

Joe Ruocco is the former Chief Human Resources Officer for The Goodyear Tire and Rubber Company, a position he held for seven years following a long and successful career with GE. Upon retiring from Goodyear in 2015, Joe established Ruocco Consulting, LLC and began investing in and advising early to mid-stage private companies. He currently is the Managing Director of Coastal Capital Partners, LLC, a private investing firm.

Joe is a Senior Advisor to PJT Camberview, a leading source of independent, investor-led advice for management teams and boards of public companies on how to succeed with investors. He also serves as the Chair of the Board of Trustees of the National Academy of Human Resources Foundation. Additionally, Joe is an Advisor to the National Wheelchair Basketball Association (NWBA) and the Captain of its “Champion’s Circle” serving as an ambassador for the sport.

Joe spent 23 years at GE in progressively larger HR leadership positions. He was elected a GE Officer in 2002. Joe's last role with GE was as the Vice President of Human Resources for GE's Industrial Business.

In 2008, Joe was elected an Officer and Senior Vice President of Human Resources for Goodyear, a position he held until 2015. Under Joe's leadership at Goodyear, the percentage of "ready-now successors" for the top positions at the Company more than tripled as a direct result of the implementation and execution of a world-class Global Talent Management and Leadership Development process leading to the recognition of Goodyear on AON Hewitt's 2014 list of *Top Companies for Leaders*. Additionally, Joe and the Goodyear team negotiated groundbreaking and unprecedented labor agreements with the USW which were game changers for the company.

Joe was elected as a Fellow of the National Academy of Human Resources (NAHR) in 2011. He also served on the Board of Cornell's Center for Advanced Human Resources Studies (CAHRS) and continues as an Instructor at Cornell. Joe serves as a guest speaker at a number of major universities and also manages a process that places executives into guest speaking roles at schools across the country.

Joe was a member of the HR Policy Association (HRPA) and continues as a Special Contributor to HRPA. He holds a BS degree from Cornell University's School of Industrial and Labor Relations and an MBA from Syracuse University.

JILL B. SMART



After spending over 33 years at Accenture, Jill retired from the organization and is currently the President Emeritus 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, Certree and SucceedSmart Advisory Boards.

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 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 Nashville, Tennessee, HireRight has offices around the globe. Jill joined this board in 2018 and sits on the Audit and Compensation Committees.

Based in New York City, 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 fastest growing independent wealth managers in the United States. Jill joined this board in 2018.

Certree's purpose is to protect employer brand and safeguard employee privacy and is an anti-fraud SaaS platform whose technology allows employees to own their personal credentials such as proof of employment and income, and control who has access to their personal credentials.

SucceedSmart is an executive search AI-led platform that provides a faster, more affordable, and unbiased way for corporations to hire top talent at the director level and above.

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 to change 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, an emeritus member of the Global CHRO 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 was recognized by

the National Academy of Corporate Directors (NACD) as an honoree of the 2022 NACD Directorship 100™, an annual recognition of leading corporate directors and corporate governance experts who significantly impact boardroom practices and performance.

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, 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 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 and several Historically Black Colleges and Universities (HBCUs).

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.

Contact information:

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Perry Stuckey

President of Perry Stuckey Transformational Advisory Group (PSTAG) Mission: “Deploying transformational leaders who enhance organizations, communities and make society better.”



Perry Stuckey’s working career has spanned more than 40 years. He most recently until retirement in January 2023 was a senior executive with Eastman, a global specialty materials company with operations in more than 100 countries that produces a broad range of products found in items people use every day. He had responsibility for Eastman’s human resources strategy and services globally, which includes global talent acquisition & talent management, learning & leadership development, inclusion & diversity, total rewards & benefits, medical, aviation and facilities.

Perry joined Eastman in 2011 as the company was embarking on one of its most pivotal acquisitions of Solutia, a global leader in performance materials and specialty chemicals. This acquisition would significantly change the company’s portfolio and position Eastman as a leading specialty materials company. He served as the chief architect and designer of the human capital management strategy that has underpinned the company’s transformation over the last several years.

Perry excels at the development and execution of strategy and works closely with C-suite executives to drive organizational transformation to deliver exceptional results for customers, shareholders and employees. He firmly believes and lives out the principles that good leaders achieve good results, but exceptional leaders transform the world around them.

Perry understands the power of Inclusion & Diversity and the value of integrating teams from various generations and cultural backgrounds to deliver business and organizational excellence. His focus on Inclusion & Diversity where everyone can be their authentic selves, show up and do their best work has yielded tremendous success in the organizations he has worked, for over three decades. His ability to

develop new ways of working for the modern mission critical workforce has been exceptional. The positive impact by Perry and the world-class team that he has assembled will be felt for years to come.

Drawing on more than 30 years of business and human capital experience Perry is an expert in reshaping workforces to meet evolving business demands and recruiting high performing executive talent at global enterprises. He is a strong advocate for corporate social responsibility, and sustainability initiatives, believing that companies have an obligation to focus on the four components of the financial bottom-line, including customers, employees, communities, and shareholders. Knowing that it is people who will enhance a company's overall competitiveness beyond the products they produce long term.

Throughout Perry's career he has been a transformational leader within the local community, not seeking the lime-light but preferring to work behind the scenes driving transformational success, looking to give credit to others rather than take credit for the transformation himself.

Perry's passion extends beyond corporations and board rooms to the local community where he lives and serves in numerous capacities.

He served as a member of Central Baptist Church in Kingsport, Tennessee. Central Baptist is the oldest African American, Baptist church in Kingsport and has a food pantry ministry that delivers a monthly supply of groceries each month to hundreds of needy citizens in the community and the Food pantry didn't close during the COVID pandemic. Perry and his church leadership team were instrumental in implementing health and safety protocols to ensure the protection of their church members and the vulnerable citizens of the community.

Perry serves as a member of the Board of Directors, of MAU a private company headquartered in Augusta Georgia. He is a member of the Executive Leadership Council (ELC) based in Washington D.C. He serves on the Advisory Board of the Center on Executive Succession. He is a new board member of the National Academy of Human Resources and was elected as a Fellow to the National Academy of Human Resources in 2021. An HR Fellow is the highest honor in the profession and has only been granted to a select group of leaders since 1991 when it was established. Perry served for over eight years on the Tennessee Governor's Board for the Coalition of Better Health, where he was Chair of the Compensation Committee for six years. In March 2014, 2016, 2020 and again in 2022. Perry was named by Savoy Magazine as one of the top 100 influential Black executives in corporate America.

Perry completed his undergraduate studies at the University of Arkansas Pine Bluff and Master of Science degree at the Weatherhead School of Management, Case Western Reserve University, Cleveland Ohio. Perry has been married to Vivian Dorn Stuckey for over 34 years and they have one son Quenton Stuckey 32 who is a graduate of New York University and resides in both New York and Los Angeles.

MARA SWAN



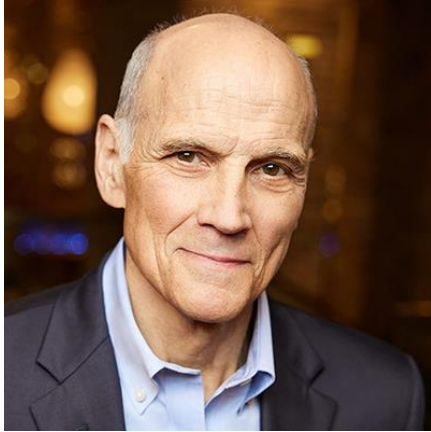
Mara Swan is an accomplished and versatile executive with over two decades of broad leadership experience at the C-suite level within the services and consumer packaged goods industries. Swan has deep expertise with strategy development and execution, CEO and board room issues, culture and workforce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

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

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

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

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



Dr. Charles G. Tharp *Senior Advisor, Research and Practice, Center On Executive Compensation | Executive VP, HR Policy Association*

Charlie Tharp is Senior Advisor, Research and Practice of the Center On Executive Compensation. In that role, Tharp is responsible for setting overall policy positions and research initiatives undertaken by the Center and representing the Center in public forums. He is also Professor of the Practice in the Management and Organizations Department, Boston University Questrom School of Business.

Tharp has over 25 years of corporate experience, including key human resource positions with General Electric, PepsiCo, Pillsbury, CIGNA 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 holds a Ph.D. in Labor and Industrial Relations from Michigan State University, an LLM in Human Rights and Social Justice from the University of Connecticut School of Law, a J.D. from the Quinnipiac School of Law, a Masters 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. Torstone

Executive Partner, CHRO Services, Gartner Inc.
Former EVP, CHRO, Pitney Bowes
Former Partner, NYC Law Firm
Fellow, National Academy of Human Resources (2007)

Johnna Torstone stepped down as EVP, CHRO at Pitney Bowes Inc in 2022 after over 25 years in the role and 4 CEO transitions. At present, she serves as Executive Partner in Gartner's CHRO Services. In this role, she seeks to "give back" by leveraging her years of experience and Gartner's up to date research and best practice tools to help CHROs in increasingly challenging times.

In her CHRO role, she was a member of the senior management leadership team and staff support for several committees of the Board of Directors. 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. In addition, she oversaw the HR Legal function for many years. Over the course of her tenure, the company 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 received a lifetime achievement award from *HRO Magazine*.

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.



Dave Ulrich

Dave Ulrich is the Rensis Likert Professor at the Ross School of Business, University of Michigan and a partner at the RBL Group (<http://www.rbl.net>) a consulting firm focused on helping organizations and leaders deliver value. He has published over 200 articles and book chapters and over 30 books. He edited Human Resource Management 1990-1999, served on editorial board of 4 Journal and on the Board of Directors for Herman Miller (16 years), has spoken to large audiences in 90 countries; performed workshops for over half of the Fortune 200; coached successful business leaders, and is a Distinguished Fellow in the National Academy of Human Resources. He is known for continually learning, turning complex ideas into simple solutions, and creating real value to those he works with in three fields.

Organization. With co-authors, he has influenced thinking about modern organizations (*Reinventing the Organization*) by empirically showing how organization delivers 4 times business results over talent (*Victory Through Organization*), defined organizations as bundles of capabilities (*Organization Capability*) and worked to delineate capabilities of talent management (*Why of Work; Talent Accelerator*), culture change (*GE Workout*), learning (*Learning Organization Capability*), and collaboration (*Boundaryless Organization*).

Leadership. With colleagues, he has also articulated the basics of effective leadership (*Leadership Code* and *Results Based Leadership*), connected leadership with customers (*Leadership Brand*), shown how leadership delivers market value (*Why the Bottom Line Isn't*), shapes investor expectations with an ability to measure leadership (*Leadership Capital Index*), and synthesized ways to ensure that leadership aspirations turn into actions (*Leadership Sustainability*).

Human Resources. He and his colleagues have shaped the HR profession and he has been called the “father of modern HR” and “HR thought leader of the decade” by focusing on HR outcomes, governance, competencies, and practices (*HR Champions; HR Value Added; HR Transformation; HR Competencies; HR Outside In*). He spearheaded a “gift” book on the future of HR (*The Rise of HR*) distributed to over 1,500,000 HR professionals), in which 70 thought leaders freely shared their insights.

Most recently, he posts new articles and insights each Tuesday on LinkedIn (over 150).

Honors include:

2021: *Lifetime Achievement Award from Institute of Management Studies

*#3 (out of 200) thought leader in 2021 by PeopleHum

**Most Influential Global HR Leader, 2021” sponsored by PeopleFirst and HRD Forum

- *"Honorary Member" of IFTDO (500,000 person training/development organization)
- 2020: *Distinguished Fellow (one of 15 total), National Academy of Human Resources
 - *Michael R. Losey Excellence in Human Resource Research Award by SHRM
 - *Honorary Doctorate from Utah Valley University
 - *Initiated the *Dave Ulrich Impact Award* by the Academy of Management to honor contribution in HR
- 2019: *Named one of the 100 top influencers in HR (in leadership & development category)
 - *Named one of the top 20 influential HR leaders
 - *Ranked #1 thought leader in HR by HRD Connect
- 2018: Named one of the 20 most influential business professors in the world by top-business-degree (#13)
- 2017: *Named to the Thinkers50 "Hall of Fame", a recognition of lifetime achievement in influencing management
 - *Chartered Fellow of the Human Resources Institute of New Zealand
- 2016: Presidential lecture "in defense of organization" for Utah Valley University
- 2015: *Named the most "influential HR thinker of the decade"
 - *Listed in Thinkers50 as management thought leader
 - *Commencement Speaker Southern Virginia University
- 2014: *Ranked #1 speaker in Management/Business by Speaking.com
 - *Commencement speaker, University of Michigan Ross School of Business
- 2013: *Lifetime Leadership Award from the *Leadership Forum at Silver Bay*
 - *Listed in Thinkers50 as a management thought leader
- 2012: Lifetime Achievement Award from HR Magazine for being the "father of modern human resources"
- 2011: *Ranked #1 most influential international thought leader in HR by HR Magazine
 - *Listed in Thinkers50 as a management thought leader
 - *Ranked in Top 100 Thought Leaders in Trustworthy Leadership Behavior
- 2010: *Nobels Colloquia Prize for Leadership on Business and Economic Thinking
 - *Lifetime Fellowship in Australia Human Resources Institute (AHRI)
 - *Ranked #1 most influential international thought leader in HR by HR Magazine
 - *Kirk Englehardt Exemplary Business Ethics Award from Utah Valley University
 - **Why of Work* (co-authored with Wendy Ulrich) was #1 best seller for Wall Street Journal and USA Today
- 2009: *Listed in Thinkers 50 as a management thought leader
 - *Ranked #1 most influential person in HR by HR Magazine
- 2008: *Ranked #1 most influential person in HR by HR Magazine
- 2007: *Lifetime Achievement Award from American Society of Training and Development (ASTD)
 - *Honorary Doctorate from University of Abertey, at Dundee Scotland
- 2006: *Ranked #1 most influential person in HR by HR Magazine in vote by influential HR thinkers
 - *Dyer Distinguished Alumni Award from Brigham Young University, Marriott School of Management
- 2005: *Ranked #2 management guru by Executive Excellence
 - *Named by Fast Company as one of the 10 most innovative and creative thinkers of 2005
- 2002-2005 President, Canada Montreal Mission, Church of Jesus Christ of Latter-day Saints
- 2001: Ranked #1 management educator and guru by Business Week
- 2000: *Lifetime achievement award from World Federation of Personnel Management
 - *Listed in Forbes as one of the "world's top five" business coaches
- 1998: *Society for Human Resource Management award for Professional Excellence for lifetime contributions
 - *Lifetime achievement (PRO) award from International Association of Corporate and Professional Recruitment, and Employment Management Association
- 1997: *Warner W. Stockberger Lifetime Achievement Award from International Personnel Management Association

Dave and Wendy live in Alpine, Utah, have 3 children and 10 grandchildren.

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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 former 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 (JOM)*, 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.

May 2023



Ian Ziskin, President
EXec EXcel Group LLC



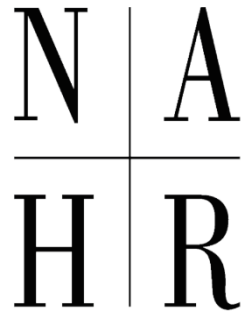
Ian Ziskin, President of EXec EXcel Group LLC, has 40 years of experience as a business and human resources leader, board advisor and member, coach, consultant, entrepreneur, teacher, speaker, and author. His client base and corporate work span the aerospace and defense, automotive, chemical, consumer 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, Fluency, 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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