**Dermot J. O'Brien**



**Chief Transformation Officer**

Dermot J. O'Brien serves as Chief Transformation Officer for ADP and is a member of the company’s Executive Committee. Dermot joined ADP in 2012 and leads the company's efforts to transform itself for future success by accelerating its focus on delivering a best-in-class experience to over 740,000 clients and 57,000 diverse associates globally.

Before assuming his current role in 2018, Dermot served as ADP’s Chief Human Resources Officer (CHRO) for six years, and has been a key driver of aligning the company’s people strategy with its business strategy. This includes reorganizing the business structure and leadership; creating a consistent, enterprise-wide function service delivery structure within a matrix framework; redefining ADP’s total compensation strategy to support a strong performance and reward culture while driving engagement globally; experimenting with innovative approaches to leadership assessment, development and impact; working with the ADP Innovation Lab to develop enabling technology, and annually increasing the diversity of the organization and leadership.

Prior to joining ADP, Dermot served as Executive Vice President and CHRO at TIAA, a Fortune 100 company where he served for nine years. During his tenure, Dermot was instrumental in leading significant improvements in business performance and employee engagement through the design and effective deployment of strategies focused on talent, leadership, reward and inclusion. He also played an important role interacting with TIAA clients. Earlier in his career, Dermot held senior HR positions at Merrill Lynch and Morgan Stanley, based in North America, Hong Kong and Japan.

Dermot is a founding member of the Human Resource-50 Group, an invitation-only, thought-leadership and knowledge-sharing group comprised of chief human resource officers from some of the world's most respected companies. He also served as a member of the Peer Round Table (PRT), an organization of senior Fortune 500 HR executives; the Center for Executive Succession Advisory Board, which focuses on the effectiveness of executive succession practices in firms and the Hackett Group Advisory Council, where members share advice on Hackett’s research and product offerings. He was named a Fellow by the National Academy of Human Resources (NAHR), the preeminent organization for senior human resources leaders.

A native of Dublin, Ireland, Dermot holds an undergraduate degree in finance from the Lubin School of Business at Pace University, where he has been a frequent guest lecturer.