



# Shine On

Our annual roundup of the top leaders in HR.

By The Editors

Each year, the editorial staff of *HRO Today* culls a list of industry leaders that have demonstrated forward thinking and transformative actions in the field of HR. We understand the power of recognition: Research from McKinsey shows that praise was named a top motivator for performance. This is a good thing because 2015 will certainly have a bevy of challenges for HR with 62 percent of CEOs expecting hiring increases, according to a study from PwC.

Even more, we also understand that power of HR. What

business sector is more responsible for managing and maintaining an organization's most important asset—its talent—than HR?

Our 2014 Superstars Directory recognizes three categories of leadership since each has a significant impact on the success equation: Providers, Practitioners, and Advisors/Analysts. Providers deliver the services that practitioners leverage, and advisors/analysts offer expertise and guidance. Superstars were nominated externally and by the *HRO Today* editorial staff.





Carol Anderson

Global Human Resources Officer

Marriott International



Ananda Baron

Director, Human Resources Business Partner

Pacific Gas and Electric Company



Karen Beaven

Human Resources Director

River Island



Jan Becker

SVP Human Resources and Corporate Real Estate

Autodesk



John Scott Boston

VP, Global Talent Management & Human Resources Operations

Kimberly-Clark Corporation



Kevin Brady

Human Resources Director of Technology Services and Operations

BT plc



Michael Brandt

VP, Human Resources

PAREXEL International



Erica Briody

Global Head of Talent Acquisition and Staffing

Novartis Business Services



Beth Bulger

Director, Human Resources Consulting Services

FosterThomas



Joseph Cabral

Chief Human Resources Officer

Cleveland Clinic



Neil Cohen

VP Organizational Development & Human Resources

Affiliated Distributors



Denise Davin

SVP, Chief Human Resources Officer & Labor Counsel

Visiting Nurse Service of New York



David Disalvo

Director of the People First Team

Florida Department of  
Management Services



Michelle DiTondo

SVP, Human Resources

MGM Resorts International



Carl Douglas

Learning Architect

BT TSO



Valerie Egan

Head of Resourcing - North America

Linde



Marcia Euwema

Assistant VP, Human Resources

STG International



Cindy Fiedelman

VP People &amp; Diversity

American Airlines



Julie Fletcher

Chief Talent Officer

AMN Healthcare



Roger Gaston

SVP, Human Resources

Avaya



Mindy Geisser

Chief People Officer

Colliers International

**Kristy Godbold**

**Global Human Resources Officer, Talent Acquisition & Solutions & Corporate Human Resources  
Marriott International**

Kristy Godbold joined Marriott International in 1993 where she is considered the top executive in the Global Talent acquisition space. Under her leadership, the company has developed a successful outsourcing partnership providing both recruiting services and related technologies to Marriott. The group also implemented a mobile recruiting platform allowing applicants around the world to search and apply for jobs making Marriott the first lodging company to deploy this functionality. The company has received recent praise for an innovative employee-sourced digital solution promoting Marriott's jobs around the world called "Share Your Space." Marriott has been named a World's Best Multinational Workplace by Great Place to Work Institute.



Meagan Gregorczyk Director, Human Resources

CA Technologies



Lon Harvey

Director, Contingent Labor Program

Waste Management

**Paul M. Helm, Jr., RPh.****President****360 Healthcare Staffing**

Paul Helm is the President of 360 Healthcare Staffing, a premier healthcare staffing company focused on leadership and nursing. He prides himself on challenging and empowering his team to innovate and excel at talent identification, acquisition and placement. Together, they have implemented numerous strategies that have delivered measurable results. Helm previously served as the Vice President of Talent Acquisition for the Golden Living family of companies.



Mark James

SVP, Human Resources, Procurement, and Communications

Honeywell



Shakti Jauhar

VP - Global Human Resources Operations and Shared Services

PepsiCo

# PRACTITIONERS



2014 Superstars



Lisa Johnson

VP of Human Resources

Potomac Family Dining Group



Jackie Kane

SVP of Human Resources and Corporate Affairs

The Clorox Company



Sean Kimble

VP Human Resources

USA Compression



Lisa Knutson

Chief Administrative Officer

The EW Scripps Company



Eileen Kovalsky

Associate Director, Global Recruitment Outsourcing

Bristol-Myers Squibb



AnneMarie  
Lapczynski

VP Human Resources Services

Unilever



Scott Lacy

Global Director of Human Resources Service Delivery

International Paper



Ken Lane

Director of Talent Acquisition

AmeriHealth Caritas



**Kawel LauBach**  
**SVP, Chief Human Resource Officer**  
**Mohegan Tribal Gaming Authority**

As Chief Human Resource Officer, Kawel LauBach is responsible for the strategic link between employee morale and guest sentiment. His uniquely creative and compassionate approach has helped promote and maintain Mohegan Sun's reputation as a world-class destination and as one of the premier employers in the gaming and hospitality industry.



Dianna Long

Talent Acquisition Director

CVS Caremark



Gary Madden

Director, HRIS, Talent & Learning Systems

BP



Kevin McDonald

VP, BPO Governance

The E. W. Scripps Company



John McMahon

SVP, Human Resources and Chief Human Resources Officer

Cumberland Farms Gulf





Scott McMillan

Head of Global Human Resources Shared Services

Capgemini US Ilc


**Jenn Mann**  
**VP Human Resources**  
**SAS**

Jenn Mann drives the global HR vision and leads an organization who serve as stewards of the culture. SAS' culture has been recognized from the Great Place to Work Institute®. Mann's insights are featured in *The Wall Street Journal*, *CBS*, *Huffington Post*, and *Bloomberg*. She serves on the boards of NC State University, Marbles Kids Museum, and Tugboat Institute Fellows.



Jed Milstein

Executive VP &amp; Chief Human Resources Officer

Americold



John Murabito

Executive VP Human Resources and Services

Cigna



Nancy Ott

VP of Human Resources

Quad/Graphics



Charlene Parsons

VP Talent Optimization

Cigna



Michael Pilnick

Executive VP, Human Resources

First Advantage



Darin Phillips

First VP, Human Resources

Bayview Asset Management



Danielle Riddell

Director of Global Compensation

Meritor, Inc.



Robin Rockhold

Director, Benefit Plan and Programs

Lockheed Martin



Norman Ross

VP Global Human Resources Shared Services

Motorola



Richard Rudderham

Chief Human Resources Officer

BMO Financial Group



Carly Sanchez

EVP, Talent Acquisition AA/EEO Diversity Recruiting

Wells Fargo



Carole Slover

SVP, Human Resources

UniTek Global Services



Brenda Sural

Director Human Resources Service Delivery

Kraft Foods



**Martha Soehren**  
**Chief Learning Officer and Senior Vice President for Talent Management**  
**Comcast University and Comcast Cable**

Martha Soehren is an experienced HR director, efficiency expert, manpower staffing and standards analyst, and academic advisor. She served on the Board for the Association of Talent Development, is Chair Elect for the Board for WICT, serves on the Board for the SCTE, and on the Doctorate of Learning Advisory Board at Penn. Soehren also helps lead Comcast's Veterans Employee Resource Group.



Jeff Szczensy

Regional VP, Human Resources

Sutter Health



Patricia Tourigny

VP, Talent Acquisition

Magellan Health Services



David Valois

Senior Director, Human Resources

CVS Caremark



Judy West

SVP and Chief Human Resources Officer

MaineHealth



Carol Wuenschel

Executive Director for Human Resources

Hood College





## BENEFITS



Burton Goldfield

President &amp; CEO

Trinet

## LEARNING

**David J. Letts****VP & GM****Raytheon Professional Services (RPS)**

David J. Letts, VP of Raytheon Professional Services (RPS), is a 30-year veteran in the fields of HR and learning. He has lead RPS to global growth and success since 2001. Letts' focus on strategic planning and operational excellence has resulted in RPS becoming a top-tier training solutions provider for the commercial, government, and military markets—particularly in high consequence environments.

**Edward Trolley****VP of Managed Training Services****NIIT**

Edward Trolley is Vice President of Managed Training Services for NIIT. Prior to entering the training outsourcing provider space, he was head of DuPont's global training and executed the first comprehensive training outsourcing deal in the industry. Trolley is a recognized industry thought leader and is the co-author of the seminal book, "Running Training Like A Business: Delivering Unmistakable Value."

## RECOGNITION

**Peter Hart****President & CEO****Rideau**

Peter Hart has transformed Rideau into one of the world's leading employee engagement providers driven by recognition. He serves on the Boards of Recognition Professionals International, the Incentive Federation, and was the founder of IMA's Recognition Council. He recently co-wrote "People Artistry at Work". Hart is also an avid painter with his own gallery in the Old Port of Montreal.

**Eric Mosley****CEO & Co-Founder****Globoforce**

Eric Mosley is the co-founder and CEO of Globoforce, a leader in social recognition. His work has been published in the Harvard Business Review, Forbes, and Fortune. He is the bestselling author of the "The Crowdsourced Performance Review," and the upcoming "The Power of Thanks" (January 2015).



### RECOGNITION



Dave Petersen President & CEO

O.C. Tanner



Razor Suleman Founder

Achievers

### RECRUITING AND TALENT ACQUISITION



David Barfield CEO & President

The Bartech Group



Jennifer Beck CEO

Impellam Group North America



Patrick Beharelle President & COO

TrueBlue Outsourcing Solutions



Rosaleen Blair Founder & CEO

Alexander Mann Solutions



Rebecca Callahan Group President, Professional Solutions

Randstad US



Peter Carvalho President

Agile 1



Joan Davison President

Staff Management | SMX



Mike Drolet Executive Vice President Global RPO

Pontoon



#### **Jill Goldstein** Global Offering Lead, HR BPO Accenture

Jill Goldstein leads the Talent and HR BPO offering globally for Accenture Operations. In this role, she helps guide the development and enhancement of Accenture's talent, HR, and learning outsourcing offerings and delivery across the globe. She joined Accenture in 2006 after serving in corporate HR and finance roles at Sara Lee, Verizon, Ford, and Spherion. She began as Accenture's product manager for compensation and benefits and has since served in all of the offering roles including leading the talent management suite of services and offering development for HR and Learning BPO. In 2011, she was named the global HR BPO offering lead; the following year, her role expanded to include Learning BPO.



Paul Harty President

Seven Step RPO





## RECRUITING AND TALENT ACQUISITION



**Ralph Henderson**  
**President, Healthcare Staffing**  
**AMN Healthcare**

Ralph Henderson is President of Healthcare Staffing at AMN Healthcare, the largest healthcare staffing and workforce solutions organization in the industry. In his role, he is responsible for leading the sales and financial performance of AMN's contingent staffing business. Henderson has 20 years of managed services and staffing experience. Prior to AMN, he was Senior Vice President and Group Executive of North America for Spherion.



**Kimberley Hubble**

Global RPO Leader

Hudson RPO



**Kathy Kalstrup**  
**Executive Vice President, Point Solutions & Global RPO**  
**Aon Hewitt**

Kathy Kalstrup is responsible for managing a portfolio that not only includes RPO, but also Aon's 650+ client strong Point Solutions group, giving her deep experience in bringing together technology, high-touch service, employee/candidate experience, and global delivery. She's proudly leading her team to empower economic and human possibility by bringing the best organizations and people together through elevated talent acquisition practices.



**Greg Karr**

Executive VP

Seven Step RPO



**Robert Lopes**

President, Recruitment Process Outsourcing (RPO)

Randstad Sourceright



**Sue Marks**

Founder & CEO

Cielo



**Tom Mason**

Head of Sales EMEA

Pontoon



**Byrne Mulrooney**

CEO

Futurestep



**Toshio Oka**

CEO

Advantage Resourcing



**Taryn Owen**

President

PeopleScout



### RECRUITING AND TALENT ACQUISITION



**Kim Pope**  
**Vice President of Recruitment Solutions**  
**WilsonHCG**

Kim Pope is the Vice President of Recruitment Solutions for WilsonHCG, a top global recruitment process outsourcing (RPO) and human capital consulting firm. She is responsible for designing proactive and innovative talent acquisition solutions for potential and current clients and has been instrumental in building the framework for WilsonHCG's global partnerships. She collaborates with executive leadership to develop company strategy and implement methods for operational and process excellence.



**Penny Queller**

Senior Vice President - Global Solutions & Services

The Bartech Group



**Beth Roekle**

Senior Vice President, xPO North America & Global Operations

Advantage xPO



**Jeremy Tipper**

Director, Consulting, Innovation & Solution Sales

Alexander Mann Solutions



**Mike Wachholz**

Global President

Pontoon



**Janice Weiner**

Vice President, Global MSP Services

Staff Management



**Dan White**  
**President of Strategic Workforce Solutions**  
**AMN Healthcare**

Dan White is President of Strategic Workforce Solutions for AMN Healthcare, where he leads the company's top-ranked Managed Services Provider (MSP) and Recruitment Process Outsourcing (RPO) businesses. White is also responsible for reshaping the way AMN delivers its workforce solutions to its diverse client base. An industry pioneer, White has more than 25 years of experience in recruitment, product marketing and management, software development, executive leadership, and venture capital.



**John Wilson**  
**CEO & Founder**  
**WilsonHCG**

John Wilson is the founder and CEO of WilsonHCG, a top global recruitment process outsourcing (RPO) and human capital consulting firm. He has spent more than a decade building WilsonHCG into a premier global RPO provider. His commitment to bringing innovation to the RPO industry has made him a respected authority in the HR community, and his hands-on leadership has been instrumental in driving WilsonHCG's continued growth.





Kristen Wright

SVP Global Marketing &amp; Sales Enablement

Cielo



Gene Zaino

President &amp; CEO

MBO Partners



Andrew Zarkadas

Managing Director

Guidant Group

## RELOCATION



**Rick Bennett**  
**Executive Chairman & CEO**  
**TheMIGroup**

Rick Bennett has dedicated over 25 years to TheMIGroup, and has lived and managed offices in Canada, Los Angeles, Chicago, and currently New York. He was appointed President of the organization's U.S. operations in 1992, a Joint Managing Director for the company in 1995, and CEO in 2000. Bennett is responsible for all functions of TheMIGroup's global business and development strategy.



Bill Graebel

Owner &amp; CEO

Graebel Companies



Wes W. Lucas

President &amp; CEO

SIRVA



**Joseph Morabito**  
**President & CEO**  
**Paragon Global Resources**

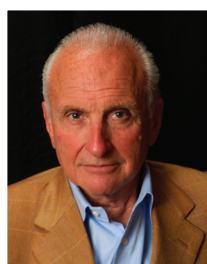
Joseph Morabito is President and Chief Executive Officer of Paragon Global Resources, Inc. He has more than 35 years of relocation industry experience. Morabito holds a bachelor's degree in history and political science with a minor in foreign languages; a master's degree in education, with emphasis in personnel administration; and teaching and education administration credentials, all from California State University.



Frank Patitucci

CEO

NuCompass Mobility



**Timm Runnion**  
**CEO**  
**MSI**

An internationally recognized thought leader in the talent mobility and expansion sectors, Timm Runnion has propelled MSI to a distinctive position in the HR field: an independent, company operating in over 190 countries and territories. He has authored numerous industry articles. He received the 2007 Meritorious Service Award from Worldwide ERC and served as a member of ERC's U.S. Advisory Committee.



### RELOCATION



**Jeffrey Wangler**  
**President**  
**AIReS**

Jeffrey Wangler is the President of AIReS. He joined AIReS in 1991 as an Account Manager, and was later promoted to Sales Manager of the Central Region. Wangler relocated to Los Angeles to open the West Coast Regional Office in 1993. After achieving explosive growth in the western region, he was promoted to Executive Vice President and transferred back to the corporate headquarters in Pittsburgh, PA in 1999, where he resides today. Wangler has more than 20 years of experience in the shipping and relocation industry.



**Kelly West**  
**VP & COO**  
**Xerox Relocation and Assignment Services**

Kelly West is the Vice President and Chief Operating Officer for Xerox Relocation & Assignment Services. With more than 20 years' experience, she is responsible for the growth and financial results of Xerox's relocation business. Passionate about her chosen career, she has received numerous awards, including the Meritorious Service Award (Worldwide ERC, 2013) and the Relentless Pursuit of Achievement Award for New Logos (EDS, 2008).



**Steven Wester**  
**President**  
**Global Mobility Solutions**

Steven Wester has over 30 years of leadership experience in the relocation industry. Wester started in 1980 with Coldwell Banker Relocation Services, now Cartus. Following his tenure with Coldwell Banker, Wester became Chief Financial Officer for Prudential Relocation Services. Wester joined Global Mobility Solutions in 2005 as President. Wester is a Certified Relocation professional (CRP) and Senior Global Mobility Specialist (SGMS-T).

### SCREENING



Jim Davis

CEO

Verified Person



Kevin Olson

CEO

Universal Background Screening



**Todd Owens**  
**CEO**  
**TalentWise**

This is Todd Owen's fourth time being recognized as a "Superstar" by *HRO Today*. His career includes leadership roles in Product Management and Business Development in the software industry. A former U.S. Navy submarine officer, Owens holds a B.S. degree from the U.S. Naval Academy and an M.B.A. from the Harvard Business School.



## TECHNOLOGY



Michael Beygleman CEO

Joberate



Aneel Bhusri CEO &amp; Co-Founder

Workday



Joe Cowan President &amp; CEO

Epicor



Colin Day Founder &amp; CEO

iCIMS



**Mike Ettling**  
**President: HR Line of Business**  
**SAP/SuccessFactors**

Mike Ettling is a highly-regarded industry expert with global experience in human capital and financial management. Ettling oversees the HR line of business at SAP, which includes market-leading cloud solutions from SuccessFactors and the SAP ERP Human Capital Management solution. He is the former chief executive of NGA Human Resources, a multi-million-dollar global HR and payroll services provider.



**David Ossip**  
**CEO**  
**Ceridian**

David Ossip, CEO of Ceridian, is the driving force behind the innovation, vision, and leadership of the company. His commitment to changing the world of work by helping customers increase employee engagement and productivity and their companies save time and money is transforming the human capital management industry. Ossip is the recipient of multiple industry awards for leadership and product innovation.



Erik Schmit Regional Director APAC

Lumesse



Rangarajan Seshadri CEO

Neeyamo Enterprise Solutions Private Limited





**Meghan M. Biro**      Founder & CEO

TalentCulture Consulting Group



**Gary Bragar**  
**HR Outsourcing Research Director**  
**NelsonHall**

Gary Bragar joined NelsonHall in 2007 after extensive HRO and HR operational experience at AT&T. He assists buyers and providers in assessing opportunities and supplier capability across HRO including, recruitment, learning, payroll, benefits, and mutli-process HRO. At AT&T, Bragar was a member of the governance team managing service delivery for AT&T's major HR and payroll services BPO contract with Aon Human Capital Services. He helped forge the strong partnership and AT&T/Aon were selected "HRO Relationship of the Year."



**Yvette Cameron**      Research Director, HCM Technologies

Gartner



**Peter Cappelli**      Professor of Management & Director of Wharton's  
Center for Human Resources

The Wharton School



**Deb Card**      Partner

ISG



**Matt Charney**      Executive Editor and Head of Content

Recruiting Daily



**Gerry Crispin**      Principal and Co-Founder

CareerXroads



**Christopher Dwyer**      Research Director, VP of Operations

Ardent Partners



**Madeline Laurano**      VP and Principal Analyst of Talent Acquisition Practice

Brandon Hall Group



**Trish McFarlane**      Vice President and Principal Analyst, Human Resource Practice

Brandon Hall Group



**Jessica Miller-Merrell**      CEO

Xceptional HR



**Elaine Orlor**      Founder & CEO

Talent Function Group



**Elizabeth Rennie**  
**HRO Research Director**  
**NelsonHall**

Elizabeth Rennie is a HRO Research Director at NelsonHall, the leading analyst and advisory firm, with 20 years HRO industry experience of insightful analysis around talent acquisition, talent management strategy, and payroll strategy through outsourcing. She has responsibility for the RPO, MSP, and payroll programs, assisting buy-side and vendor organizations assessing opportunities and supplier capability globally. Rennie recently published NelsonHall's NEAT for MSP, allowing buy-side organizations insight into the performance of vendors offering outsourced MSP services.



**Garrett Whisenant**     Director

ISG



**Sarah White-Brennan**     Principal Strategist, Talent

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