

Paving the Way to Excellence

See this year's most recognized leaders in the HR industry.

By The Editors

Over the years, HR has transformed from a largely administrative profession to one that profoundly impacts the strategic direction of an organization. This transformation has been led by HR professionals that consistently push the boundaries of people management, cementing themselves and the HR industry as key players in today's business environment.

HRO Today's 2017 HR Superstars Awards aim to recognize these leaders for their dedication, innovation, and transformative leadership. This list of the best and brightest HR stars in the industry features professionals from three categories of leadership: Providers, Practitioners, and Consultants/Advisors/Analysts/Academics/Investors/Thought Leaders.

The contributions of the community of HR Superstars truly shows the accomplishments and progress that these leaders have achieved in the HR space. Through their forward-thinking practices and decisive action, this year's HR Superstars have advanced the HR field in new and unprecedented ways.



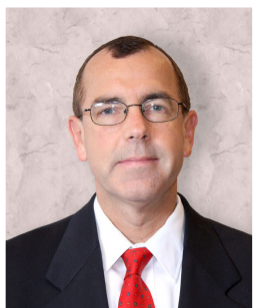
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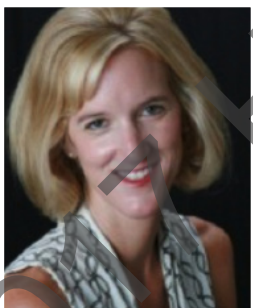
Franck Boubon
Head of Business Advisory Services Europe
ISG

As the head of ISG's Business Advisory Services in EMEA, Franck Boubon is responsible for all HR advisory services in Europe. With more than 15 years of international consulting and outsourcing experience, he brings an extensive expertise of designing and implementing major transformation programs. Boubon has led clients through major HR transformation programs, including HCM SaaS selection and contracting, global payroll initiatives and HR operations transformation in various sectors. Prior to ISG, Boubon was the General Manager of Manpower Business Solutions, in charge of the Workforce Management transformation practice, offering consulting and outsourcing services for European clients. He is a member of the HR Outsourcing Association.



Gary Bragar
HR Outsourcing Research Director
NelsonHall

Gary Bragar is widely known for his extensive HR practitioner, HRO buyer, and HRO research experience. He joined NelsonHall in 2007 and assists buyers and providers in assessing opportunities and supplier capability across HRO including, Recruitment, Learning, Payroll, Benefits and Multi-Process HR Services. At AT&T, Bragar's HR operational experience included Recruiting, Learning, Benefits, Compensation, HR Transformation, HR IT and Employee Programs globally. He was a member of the governance team responsible for 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." He can be found on Twitter @GaryB_NH.



Stacey Cadigan
Director
ISG

Stacey Cadigan is a director and a key contributor to ISG's human resources technology and services practice. She advises clients on all aspects of human resources engagements, including HR transformation; HCM technology strategy, selection and deployment; and HR service delivery design, including shared services and outsourcing. She has deep expertise in the talent space and has led some of the largest and most complex recruitment process outsourcing (RPO) and talent management initiatives in the market. Cadigan is a prolific blogger, and a regular contributor to industry publications. She was previously named "HR Thought Leader of the Year" and "HRO Superstar" by the HRO Today Services and Technology Association for 2016.





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Debora Card
Partner
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Debora Card leads ISG's Human Resources (HR) Technology and Delivery Strategies practice, ensuring the team stays abreast of the leading HCM SaaS solutions, service partners and automation trends. She draws upon extensive experience in shared services, outsourcing and HR management to help clients define and implement their HR technology and service delivery strategies. Card has 30 years of experience in business process design and HR operating models with a focus on enabling technologies. She is a frequent speaker at industry conferences and contributor to industry research. She has authored ISG's annual survey on HR Technology and Service Delivery Trends since 2014.



Julie Fernandez
Partner
ISG

Julie Fernandez brings nearly 30 years of senior level advisory experience in HR Technology solutions and service delivery, sourcing and automation in HR. She is a recognized thought leader in the industry, conference speaker and published author on topics ranging from HR technology, HR Automation and RPA, Shared Services, HR providers, and Global Payroll. Fernandez has led many of ISG's most complex global HR assessments and transactions, ensuring a solid business case is part of her clients' path forward. Fernandez frequently helps clients evaluate HR Technology, systems integrators, and AMS support. Currently, she oversees HR Transformation Services for ISG clients defining a target operating model and then sourcing and optimizing tools, internal roles, and third parties for a world-class user experience.



Pete A. Tiliakos
Principal Analyst (HRO)
NelsonHall

Pete Tiliakos is a Principal Analyst at NelsonHall, with shared responsibility for HR Services research globally. He covers HR Services research in the areas of payroll services, HCM technology, and RPA and AI in HR outsourcing. Tiliakos has been part of NelsonHall's HR Services analyst team since 2016, providing comprehensive and insightful coverage of HR services markets in the world. In particular, he is known for his extensive knowledge and coverage of the global payroll outsourcing market. Tiliakos assists both buy-side and vendor organizations in assessing opportunities and supplier capability across HR service lines. He can be found on Twitter @PeteT_NH.





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Gerry Crispin

Principal and Co-Founder

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Marshall Goldsmith

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Dr. Beverly Kaye

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