

# Shining Bright

This year's *HRO Today* Superstars are leading the charge in HR transformation and innovation at their organizations.

By The Editors

We are living in an age of immense disruption. Digital transformation is a top concern in boardrooms across the world, with companies developing and adopting new technologies to reinvent themselves, deliver more value to their customers, and remain relevant in today's high-paced business climate. Low unemployment and a candidate-driven job market are forcing organizations to reevaluate their approach to talent acquisition and people management. Globalization and an increasingly diverse and connected workforce are transforming the way businesses are run—and HR is at the forefront.

This year's *HRO Today* Superstars have a proven track record of innovating, challenging the status quo, and redefining the new normal for HR. All the leaders featured on these pages have worked to deliver technologies, solutions, and strategies to uplift each employee while supporting organizational goals.

Our roundup recognizes three categories of leadership because each has a significant impact on the successful management of human capital: Providers, Practitioners, and Consultants/Advisors/Analysts/Academics/Investors/Thought Leaders. Superstars were nominated externally and by the *HRO Today* staff.



CONSULTANTS, ADVISORS, ANALYSTS, ACADEMICS, INVESTORS, THOUGHT LEADERS



**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 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 "HR Superstar" by the *HRO Today* Services and Technology Association for 2016.



**Debora Card**  
Partner  
ISG

Debora Card leads ISG's 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.





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INVESTORS, THOUGHT LEADERS**



Gary Bragar

HR Services Research Director

NelsonHall



Peter Cappelli

Professor of Management, Professor of Education,  
and Director of Wharton's Center for HR

The Wharton School



Jill Christensen

Author, Founder, and President

Jill Christensen International LLC



Gerry Crispin

Principal and Co-Founder

CareerXroads



Marshall Goldsmith

Executive Coach, Author, and Founder

Marshall Goldsmith Group



Jason Lauritsen

Keynote Speaker, Author, and Consultant

Talent Anarchy



Jessica Miller-Merrell

Chief Innovation and Content Officer

Workology



Pete Tiliakos

Principal Analyst of HR Services

NelsonHall