

COMMITMENT to EXCELLENCE



See who's who among the most recognised leaders in the HR industry.

By The Editors

Dedicated. Enthusiastic. Ground-breaking. These are all characteristics that a Global HR Superstar possesses. Being a Global Superstar means being fully committed to one's workforce whilst driving transformative change and bringing organisations to the next level.

HRO Today Global believes that individuals like these deserve to be recognised. According to Aon Hewitt's *2016 Trends in Global Employee Engagement*, rewards and recognition are among the top engagement drivers in business. *HRO Today Global* is proud to acknowledge these HR leaders and draw attention to their incredible career successes in our annual Global HR Superstars list.

This list includes leaders from three categories: analysts, practitioners, and providers. These are the best of the best in the industry, and each one of them brings something unique to the group. We look forward to seeing their impressive achievements in 2017.

Check out our live announcements of these winners on Twitter (search for the hashtag #HRGlobalSuperstars, or follow @HRO_Today), and join us in congratulating our 2017 Global Superstars.



	Gary Bragar	HR Outsourcing Research Director	NelsonHall
	Stacey Cadigan	Director	ISG
	Peter Cappelli	Professor of Management & Director of Wharton's Center for Human Resources	The Wharton School
	Deb Card	Partner	ISG
	Ward Christman	Founder and Chief Advisor	HR Tech Advisor
	Nikki Edwards	HR Outsourcing Principal Research Analyst	NelsonHall
	John Smith	Managing Director Americas	CXC Global
	Garrett Whisenant	Director	ISG

PRACTITIONERS





























Charlotte Sword


























Foster + Partners

Global Head of HR



























Charlotte Sword is the global head of HR at a Foster + Partners. A commercial HR director with 20 years cross sector experience, she is also a partner and sits on the management board. She is responsible for implementing all HR strategies including building a commercially focused HR team, developing and implementing the strategic people agenda across multiple locations, and influencing senior stakeholders. She is also handles learning and development, resourcing, employee relations, reward, global mobility, organisation design and change management. Charlotte earned her degree at Oxford Brookes.

	Lucie Aitkenhead	Director	Clyde HR Consulting
	Christina Ambarwati	Director, Head of Talent Acquisition	Manulife
	James Atkins	Global Recruitment Strategy Manager	Caterpillar
	Prince Augustin	EVP - Group Human Capital & Leadership Development	Mahindra and Mahindra
	Melanie Barker	HR Project Manager	Mothercare plc
	Darren Bartholomew	Head of HR	Leonardo
	Kirstie Barton	People Communications & Engagement Executive	One Stop Stores Ltd.
	Bülent Bayram	Head of Group Resourcing and Employer Brand	Vodafone Group
	Karen Beaven	HR Director	River Island
	David Bell	Director, Global Talent Acquisition	IDEXX
	Tara Benton	Head of Resourcing	Vodafone UK

	Ron Bloemperk	Director of HR	Schneider Electric
	Alexandra Bode-Tunji	Programme Lead - People Transformation	Transport for London
	Philippe Bonnet	Vice President, Global Head Learning and Development	Essilor International
	Franck Boubon	Head of BAS EMEA	Information Services Group
	Monique Bouwmeester	Lead Expert Employer Branding and Engagement	ING Netherlands
	Kevin Brady	HR Director	Openreach
	Erica Briody	Vice President, Global Talent Acquisition	QuintilesIMS
	Julian Bryant	APAC Head of HR Service Delivery	J.P. Morgan
	Paula Byrne	People Director	One Stop Stores Ltd.
	Szen Chew	Senior Manager, Global Talent Acquisition	Ciena
	Boon Hoe Lawrence Chia	Vice President, HR	Singapore Press Holdings, Ltd.
	Winnie Chik	Head of Talent Acquisition Employer Branding & Diversity ASEAN-Pacific	Siemens
	Elaine Clementson	Head of HR Operations	Prudential Assurance
	Olly Cochrane	Head of HR	Hackney Learning Trust
	Karen Croan	Director of HR and Organizational Development	Quarriers
	Suzie Custerson	Regional Head of Talent Acquisition, Asia	Manulife
	Alison Devenish	Head of Workforce Management UK	ATOS
	Amanda Dew	Head of Talent Acquisition, International	Energizer Holdings Inc
	Carl Douglas	Learning Architect	BT TSO
	Pamela Dua	HR Director	Pico Group
	Eamonn Eaton	Head of Group Learning and Engagement	Bank of Ireland
	Nikki Edwards	HR Outsourcing Principal Research Analyst	NelsonHall
	Rocky Esguerra	Director - APAC Headquarters HR & Asia Employee Relations	Procter and Gamble
	Francesco Gentiluomo	Vice President, HR	Alliander
	Richie Gillies	Procurement Services and Support Manager	Leonardo
	Fabio Grandin	Regional HR Director	Johnson and Johnson

	Evelyn Grogan	Head of HR	Applus RTD Ltd.
	Leatham Green	Programme Director	Orbis - Partnership between East Sussex and Surrey County Councils
	Mark Hedley	Global Head of Professional Recruiting and RPO Strategy	Deutsche Bank
	Serene Ho	People and Culture Executive	MIMS Pte Ltd
	Wilson Ho	Recruiting Manager, NE and SE Asia	Cummins Asia Pacific
	Pauline Holroyd	Vice President of HR for Europe, Middle-East, Africa and Asia-Pacific	Crawford and Co.
	David Hunter	Manager, Talent Acquisition EMEA and US	Skyscanner
	Shakti Jauhar	Vice President - Global HR Operations and Shared Services	PepsiCo
	Carol Johnston	Head of Employee Development and Safety	SEPA
	Matt Kaiser	Director, Recruitment / Talent Acquisition	Children's Healthcare of Atlanta
	Mable Chan Kam Man	Executive Vice President - HR and Admin	Singapore Press Holdings, Ltd.
	Ameya Karambe	Assistant General Manager- Strategic HR and OD	Carnival Group
	Atul Khosla	Vice President HR - AMEA Region	Mondel z International
	Tom Kraabel	Vice President of HR, Asia Pacific	Pall Corporation
	Suzannah Kwok	Head of Executive Search	Cabinet Office of U.K.
	Andrea Ledford	Senior Vice President, HR	NCR Corporation
	Josephine Lee	Research Director	Asia Insight
	Laura Lewis	Head of HR and Development	Napp Pharmaceuticals Ltd.
	David Littlechild	Head of Culture and Engagement	Lloyds Banking Group
	Ingrid Lim	Assistant Vice President, Talent Acquisition	Singapore Press Holdings, Ltd.
	Joanne Marshall	Director of HR and Organisational Development	University of Bradford
	John McGurk	Head of CIPD Scotland and Northern Ireland	Chartered Institute of Personnel and Development
	Scott McMillan	Head of Global HR Shared Services	Capgemini
	Stephen Moir	Chief People Officer	NHS England
	Victor Garcia Muñoz	Global Payroll Senior Director	Microsoft

2017 Superstars Winner
PRACTITIONERS


	Eveline Noya	Global Vice President Executive Career / Talent Management	Essilor International
	Louise Parsons	Head of Global HR Transformation	Telefónica
	Cathryn Petchey	HR Director	Connect Education and Care
	Callum Petrie	HR Director, UK and Nordics	Philips Lighting
	Clare Phizacklea	HR and Training Director	Busy Bees Holdings Limited
	Sarajit Poddar	Head of Workforce Planning and Analytics, RASO	Ericsson
	Danielle Riddell	Global Compensation Director	Federal-Mogul Holdings Corporation
	Dylan Roberts	Head of HR	FNZ
	Paul Scully	Head of HR - Europe, Middle East and Africa	Intel
	John Seow	Chief Human Capital Officer	Training Vision Institute Pte Ltd.
	Tim Sharp	APAC Recruitment Leader	IBM
	Paul Siemelink	Vice President HR and Office Facilities Europe	EFR Group
	Jason Simeon	Head of Learning and Change Management	Finmeccanica Leonardo
	Praveen Singh	Director of HR	QX KPO Services Pvt Ltd.
	Rajita Singh	Head of HR	Broadridge Financial Solutions India Pvt Ltd.
	Mark Smith	Head of EMEA Recruitment	Caterpillar Inc.
	Pamela Smith	Head of People Operations	Standard Life plc
	Jo Sullivan	Head of People and Deputy Director of PandBS	Guide Dogs for the Blind
	Nigel Sullivan	Group HR Director	TalkTalk plc
	Vincent Tan	Vice President HR	Comfort DelGro Corporation Ltd.
	Nabil Tarhouni	HR Director	NPS Energy
	Jane Upton	Head of Resourcing, PBB and Support and Control Functions	Royal Bank of Scotland Group (RBS)
	Arne-Christian Van der Tang	Senior Vice President, Group HR	TomTom International
	Luca Vanni	Vice President, HR and Organisational Effectiveness, EMEA	NEC Europe
	Caroline Walters	Regional HR Director APAC	MIMS Pte Ltd.
	Katrina Ward	Head of HR	Turcan Connell



	Samantha Webb	Talent and HR Director, APAC	Omnicom Media Group
	Denise Whitworth	Head of HR and ICT	The Moray Council
	Hendri Widiarta	HR Business Partner Senior Director, Asia Pacific	SC Johnson
	Stella Xiao	Senior Executive, Corporate HR	Sony Electronics Asia Pacific Pte Ltd.
	Kok Lin Yap	Head of HR	Kuala Lumpur Kepong Berhad
	Andy Yeo	Asia Talent Acquisition Director	Seagate

PROVIDERS

Learning

	Beverly Kaye	Founder and Chairwoman	Career Systems International
	Bob Nelson	CEO	Nelson Motivation
	David Letts	Vice President, Raytheon Professional Services	Raytheon
	Wendy Tan	Founding Partner and Principal Consultant	Flame Centre
	Ed Trolley	Senior Vice President, Consulting and Advisory Services	NIIT

Recognition



Peter Hart

President and CEO

Rideau

Peter has been a Recognition Pioneer for over 40 years. As CEO, of Rideau, a global recognition provider, Peter is constantly bringing the latest innovations to the Human Capital industry whilst always ensuring that the employee experience remains at the center of every recognition solution. "2016 has been a highlight of my career having been bestowed with the incredible honor of being recognised as an HRO Superstar and having Rideau win top honor at the 2016 HRO Today Forum EMEA (Talent Competition recognising the newest and most innovative HR solutions from around the world," Hart says. "Our Rideau team has worked tirelessly over the years to develop best in class solutions. This recognition is for all of them and I could not be prouder."



Dr. Charles Scherbaum






Chief Analytics Officer

Rideau

Charles A. Scherbaum is an expert in analytics, talent assessment, performance management, and employee research. He is an associate professor of psychology at Baruch College, City University of New York. Charles leads the research, analytics and benchmarking for Rideau's Vistance Analytics & Prescriptive Learning solution. A part of the Rideau Recognition Solutions team since 2007, he consults with Rideau and clients on analytics and workforce metrics. His specialised expertise draws from his vast background and research in human capital. Charles received his Ph.D. in industrial and organizational psychology from Ohio University.

2017 Superstars Winner
PROVIDERS

Recognition

	David Brennan	General Manager	Achievers
	Werner Haase	President and CEO	MADISON Performance Group
	Eric Mosley	CEO and Co-Founder	Globoforce
	Mia Mendis	CEO	Inspirus
	Phil Stewart	CEO	Engage2Excel

Recruiting and Talent Acquisition



Pip Eastman

Futurestep, a Korn Ferry Company

Managing Director – ASEAN

As Managing Director for ASEAN, Pip Eastman is responsible for the performance and development of Korn Ferry Futurestep's business throughout the region. Her unique ability to bring in new clients, enhance market presence and sell across lines of Futurestep – and Korn Ferry – business helped to secure Futurestep's ranking as the top RPO provider both globally and in APAC on the 2016 HRO Today RPO Baker's Dozen list.

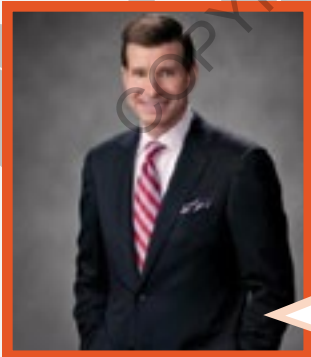


Andrew Grant

Allegis Global Solutions

Vice President, Operations – APAC

Andrew Grant is a key member of the Allegis Global Solutions (AGS) Executive Leadership Team and is committed to delivering truly global solutions to our clients while being number one in our space. He is an experienced CEO and moved into the recruitment industry in 1996 after a successful career in finance and investment banking. In 2006, Grant founded Talent2, a leading Human Resources Business Process Outsourcing (BPO) organisation, in Europe, and 2010 he assumed the role of Global Managing Director of the Recruitment Managed Services (RMS) Division.



Byrne Mulrooney

Futurestep, a Korn Ferry Company

CEO

Byrne Mulrooney brings over 20 years of corporate leadership experience to his role as Chief Executive Officer at Korn Ferry Futurestep. He has a strong background in professional services and outsourcing, having held executive positions in client services, sales, marketing and operations for several major staffing and technology companies. Under his leadership, Futurestep has enjoyed tremendous growth and this year, for the first time, was named the No. 1 provider overall as well as in terms of quality of service on HRO Today's 2016 RPO Baker's Dozen list.



Corey Aston

Head of Client Delivery, APAC

PeopleScout HRX



Caleb Baker

Managing Director, APAC and Emerging Markets

Alexander Mann Solutions



Recruiting and Talent Acquisition continued

	Greg Barber	Executive Director, RPO EMEA	Allegis Global Solutions
	Patrick Beharelle	President and COO	TrueBlue Outsourcing Solutions
	Rosaleen Blair	Founder and CEO	Alexander Mann Solutions
	Mike Brooksbank	Managing Director	Advantage Resourcing
	Peter Carvalho	President	Agile 1
	Jerry Collier	Director, Global Innovation	Alexander Mann Solutions
	Nicole Cook	Managing Director AUS NZ	PeopleScout APAC
	Michael Eby	Vice President, Talent Acquisition and Optimization	IBM
	Andrew Goldschmidt	Americas Sales Leader, Talent Acquisition & Optimization	IBM
	Paul Harty	President	Seven Step RPO
	Kate Heath	Global Head of RPO	Lumesse
	Kimberley Hubble	Global RPO Leader	Hudson RPO
	Darren Lancaster	Managing Director	Hudson RPO
	Sue Marks	Founder and CEO	Cielo
	Tom Mason	Senior Vice President, EMEA	Pontoon Solutions
	Bruce Morton	Head of Global Innovation	Allegis Global Solution
	Seb O'Connell	Managing Director, Europe and APAC	Cielo
	Toshio Oka	CEO	Advantage Resourcing
	Taryn Owen	President	PeopleScout
	Martin Parkes	Senior Operations Director, Europe and Asia Pacific	PeopleScout
	Marty Pittman	Executive Director, Global MSP Services	Staff Management SMX
	Kim Pope	Executive Vice President of Recruitment Solutions	WilsonHCG
	Beth Roekle	Senior Vice President, xPO North America & Global Operations	Advantage xPO
	Kristy Sidlar	Managing Director, Business Development, Asia Pacific Region	Allegis Global Solutions
	Jeremy Tipper	Director of Consulting Services	Alexander Mann Solutions
	Mike Wachholz	Global President	Pontoon Solutions

Recruiting and Talent Acquisition continued

John Wilson

CEO and Founder

WilsonHCG



Jerry Wright

Executive Vice President-Global Talent Solutions

WilsonHCG

Relocation**Rick Bennett****TheMIGroup**

Executive Chairman & Chief Executive Officer

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

**Chris Frederick****Graebel**

Vice President, Business Development - APAC

Based in Singapore, Chris Frederick oversees the cultivation of new business relationships and acquisition of multi-national and area corporate clients for the Asia-Pacific region. He commands a deep understanding of HR outsourcing and is a proven, solutions-oriented executive. Chris joined Graebel in 2015. A British citizen with Singapore permanent residency, Chris has lived in Asia since 2000 including Hong Kong and China.

**Simon Mason, GMS****Graebel**

Vice President Business Development – EMEA

Based in London, Simon Mason is a mobility industry veteran who has worked on three continents, in nine different cities, while travelling to over 70 countries in his capacity as a mobility management executive. His unique perspective in international assignment management is evident when discussing relocation programmes and best practices, by country or industry, and crafting effective solutions for clients.

**Scott Sullivan****Graebel**

Senior Vice President & Managing Director – APAC

Based in Singapore, Scott Sullivan, Senior Vice President & Managing Director, oversees the Graebel APAC region operations and customer service centre. With Graebel since 2015, Scott has over 25 years of global workforce mobility and leadership experience in consulting, marketing, sales, and client relations. He has also lived and worked in London and Japan.



Relocation continued



Michelle Moore

NEI Global Relocation

Chief Global Mobility Officer

Michelle oversees NEI's international operations, including regional offices in Switzerland and Singapore, as well as serving as the principle financial advisor at NEI Global Relocation.

She joined NEI in 1996 after several years as an auditor with Deloitte for large financial companies. Her knowledge and expertise in corporate mobility, accounting and global compliance provides an invaluable perspective into interfacing all relocation processes in support of corporate global expansion. Because of that she frequently speaks at regional, national, and global conferences. A Chartered Global Management Accountant, Michelle also holds a CPA, and an MPA.



David Macpherson

Senior Vice President of Global Services

CapRelo



Joseph Morabito

Founder, President and CEO

Paragon



Timm Runnion

CEO

MSI



Jeff Wangler

President

AIReS



Mickey Williams

President and CEO

CapRelo

Technology



David Ossip

Ceridian

Chairman and CEO

David Ossip is Chairman and Chief Executive Officer at Ceridian. He is the driving force behind the company's innovation, vision and transformation into one of the world's fastest growing global Human Capital Management technology companies. He is also Chairman of LifeWorks, an employee engagement company, offering a mobile employee engagement platform to more than 15 million users in the US, Canada and the UK.

Previously, David founded Dayforce, acquired by Ceridian in 2012, and Workbrain, where he served as CEO and President. He was recently named one of the top CEOs by Glassdoor and Ceridian one of the Best Places to Work in 2016. He holds a M.B.A. degree from Harvard Business School.



Johnny Campbell

CEO

Social Talent



Colin Day

Founder and CEO

iCIMS



Mike Ettling

Global Head of Cloud and On Premise HR

SAP-SuccessFactors



Rangarajan Seshadri

CEO

Neyamo Enterprise Solutions



Andrew Pearson

Executive Chairman

CloudPay