

PICTURE THIS...

HRO TODAY FORUM

Get a glimpse into the
2018 *HRO Today* Forum North America.

By The Editors



Andrea Ledford, executive vice president, chief administration office, and CHRO of NCR Corporation talks culture in a one-on-one interview with *HRO Today* Editorial Director Debbie Bolla.

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iTalent Competition emcee Craig Fisher poses with the 2018 iTalent finalists. From left, Mark Klamecki, chief technology officer at i9Everywhere; Yash Ambardekar, co-founder and chief technology officer at NextWave Hire; the 2018 winner Ryan Hart, vice president of product at Verified First; Craig Fisher, head of marketing and employer branding at Allegis Global Solutions; Kimberly Padley, digital content curator at Weave; and Greg Newman, people analytics product manager at TrustSphere.

Career Systems International Founder and Chairwoman Beverly Kaye challenges the audience to reflect on career development as a retention tool.



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Today's leading CHROs discuss the hottest topics in HR, including AI, the #MeToo movement, going agile, and more. From left, Cindy Fiedelman, CHRO at Digital Realty; Julie Fletcher, chief talent officer at AMN Healthcare; Kevin Silva, executive vice president and CHRO at Voya Financial; Max Langenkamp, vice president of HR at Cintas; and Christine Esckilsen, chief human capital officer at Piper Jaffray.



Attendees enjoy a night of music and dancing at Bobby McKey's Dueling Piano Bar during the *HRO Today Magazine Party*.

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Engagement is high as attendees ask questions, share experiences, and contribute to session discussions.

Valery Yakubovich, associate professor of management at the ESSEC Business School, outlines four gig economy employment models with help from a case study.



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Attendees make connections and get to know one another during a interactive networking session.

Agility and adaptability are the key themes of this engaging session led by Professor and Director of the Center for HR at The Wharton School Peter Cappelli (right) and Nathan Blair, global leader for talent strategy and work design solutions at Korn Ferry Hay Group.



CHRO OF THE YEAR WINNERS

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The 2018 Leaders of Distinction were honored at the *HRO Today Awards Gala*:

Lorraine Booth, CHRO of MemorialCare; Paula Just, CHRO of Health First; Max Langenkamp, VP of HR of Cintas; Karen Anderson, SVP and CHRO of Alnylam Pharmaceuticals; Rhoda Milam for Liz McAuliffe, EVP, HR of T-Mobile US, Inc.; Karen Crone, CHRO of Paycor; Nikki Harland, SVP of HR for Paradies Lagardere; Matthew Owenby, SVP and CHRO of Aflac; Elliot Clark, CEO of SharedXpertise who hosted; Julie Fletcher, chief talent officer for AMN Healthcare; Brian Boylan, EVP and CHRO of JDA Software; Rudy Campoya, CHRO of Socorro Independent School District; Chad Holman, CHRO of Varex Imaging Corp; Christine Eskilsen, chief human capital officer of Piper Jaffray; Kevin D. Silva, EVP and CHRO of Voya Financial, Inc.; and David M. Dart, SVP and CHRO of Veritas Technologies, LLC.

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Lorraine Booth

As CHRO for MemorialCare, Lorraine Booth leads HR for an 11,000 person hospital system with five hospitals and 200 offices in their network. Her programs and initiatives have earned the organization four consecutive Gallup Great Workplace Awards. Booth was honored in the non-profit category.



Matthew Owenby

Matthew Owenby, SVP and CHRO for Aflac, led the implementation of Aflac's Care Centers, which have improved employee health outcomes and productivity, and helped drive employee engagement to 88 percent. Owenby was recognized with the lifetime achievement award.



Kevin D. Silva

As EVP and CHRO for Voya Financial, Kevin D. Silva helped hire nearly 900 workers with more than one third being diverse and half being female. Engagement scores have improved by 15 percent. Silva was honored in the for profit – large market category.

CHRO WINNERS

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Christine Eskilsen

Christine Eskilsen, chief human capital officer for Piper Jaffray, has championed community involvement and implemented a recognition program that increases employee ownership at the bank. Eskilsen was honored in the for profit – small and mid-size market.



Liz McAuliffe

Liz McAuliffe, EVP of HR for T-Mobile US, completely overhauled the HR function by replacing annual surveys with monthly pulse surveys and evolving performance reviews to the new "Accelerate My Performance" program. These innovations help drive the company's 96 percent employee engagement rate. McAuliffe was recognized with the sustainable workforce award.

TALENT ACQUISITION WINNERS



Kristy Godbold

Under Kristy Godbold's guidance, the Marriott team uses cutting-edge technology, including artificial intelligence and machine learning, to improve the candidate experience. As global HR officer, talent acquisition, she also put Marriott on the forefront of mobile candidate engagement, talent community platforms, and outreach. She was recognized in the innovation category.



Jeff Bettinger

Through his initiatives as vice president and global head of talent management and organizational development for Alcon, a Novartis Division, Jeff Bettinger reduced agency spend to just 5 percent and time to fill by 17 days. Alcon has been able to realize over \$5 million in cost savings through the RPO model currently in place. Bettinger was honored in the for profit – enterprise category.

TA WINNERS

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Valerie Egan

Valerie Egan, senior director of talent acquisition for Girl Scouts of the USA, made talent a priority by implementing a new applicant tracking system, enhancing sourcing technology, launching an internal career portal, and putting a focus on their employee referral program. Egan was recognized in the non-profit category.



Karen Feeney

Karen Feeney, senior manager of HR operations for Children's Hospital of Philadelphia, focused on consolidating the vendor experience to put the hospital in a much stronger position to negotiate the best rates for high quality talent. Through her efforts, worker compliance is at 100 percent. Feeney was honored in the healthcare category.



Bill Neese

As vice president of talent acquisition for Paycor, Bill Neese created a workforce planning framework and improved the candidate experience for its more than 800 hires by evolving the offer process into a "digital offer" that leverages high quality content. Neese was recognized in the for profit – SMB market category.