

# 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.



#HRSuperstars

## PRACTITIONERS



**Elisa Bannon-Jones**  
**Chief HR Officer and Executive Vice President**  
**Frontier Communications**

Elisa Bannon-Jones is an HR technology advocate. Since joining Frontier Communications in May 2016, she has overhauled the organization's talent initiatives. Her work has set the foundation for the talent acquisition team to recruit more efficiently through a standardized interviewing process and candidate assessments. She has brought executive assessment to Frontier, leveraging the tool for the selection and development of leaders. Implementing her holistic approach throughout the organization has driven performance enablement, succession planning, and women's professional development, carving a path for success for all employees.



**Mildred Bass**  
**Director of HR for the Pet, Home, and Garden Division**  
**Spectrum Brands**

Mildred Bass paves the way for Spectrum Brands' success through her passion for everything she does. She is a driving force, focusing not only on the human resources aspect, but on operations as a whole. Her business etiquette is clearly represented as she sets clear groundworks for business needs, conditions, and responsibilities. She has been able to not only increase profitability but strengthen the brand name and the capabilities of Spectrum Brands' St. Louis facility. She inspires colleagues through her enthusiasm, commitment, and dedication, and truly encourages the partnership created and sustained over the past 10 years.



**Jeff Bettinger**  
**Global Vice President of Talent**  
**Alcon**

Jeff Bettinger currently serves as Alcon's Global Vice President of Talent. He leads organizational development, learning, organizational effectiveness, leadership development, recruitment, and change. He is known for leading cultural transformations that connect to the heart and impact business results. He is currently leading change for Alcon's public spin-off from Novartis. Previously, Bettinger held various HR executive and leadership positions with well-known brands such as USAA, Petco, State Farm, and Wal-Mart. He holds a master's degree in organizational communication from Idaho State University and an MBA with additional post-graduate studies in adult learning and organizational leadership. He is certified in change management and a credentialed Executive Coach.



**Karen Feeney**  
**Sr. Human Resources Operations Manager**  
**The Children's Hospital of Philadelphia (CHOP)**

Throughout the past year, Karen Feeney has steadily managed progression of the MSP process and workforce planning initiative at Children's Hospital of Philadelphia. Her recent contribution has resulted in increased leadership adoption, enhanced diverse labor sourcing, and strengthened organizational alignment of contracted workforce solutions. Associated success in 2018 includes savings in contingent labor costs as well as strengthened risk mitigation through contractor administration updates. In addition to helping propel her organization on the path to a total workforce solution, Feeney delivered both best practice and case study presentations at professional events across the U.S. She also stepped forward to contribute to HR industry publications and serve as chairperson for the inaugural year of *HRO Today's* TALENT network. In May, *HRO Today* recognized Feeney as a recipient of the Talent Acquisition Leader of the Year Award for Healthcare.







## PRACTITIONERS



**Julie Fletcher**  
Chief Talent Officer  
AMN Healthcare



Julie Fletcher is the Chief Talent Officer for AMN Healthcare and in that role she provides leadership for attracting, developing, and optimizing team member talent for corporate roles and across the AMN diverse family of workforce solutions and staffing companies. She is also responsible for credentialing operations, which encompasses the critical process of validating required credentialing documents for the company's healthcare providers. She is a member of the CHRO Council of The Conference Board and was named to the Board of Directors for Make-a-Wish® San Diego. Fletcher earned a Bachelor of Science degree in HR management and business administration from California State Polytechnic University, and a Master of Science in HR management development from Chapman University.



**Beth Geary**  
Vice President of HR  
Bausch Health

Beth Geary joined Bausch Health in April 2013 and was appointed Vice President of HR in September 2018. In her current role, she leads a team of HRBPs who support corporate functions. During her tenure, Bausch has completed six major acquisitions, with Geary playing a key role in subsequent integrations and transformation. In 2017, the company launched 50+ products worldwide and anticipates further regulatory approvals and launches in 2019. Geary has successfully leveraged her team and RPO provider to decrease time-to-fill across all role types, including hard to fill scientific roles. With Geary's leadership and guidance, candidate quality and employee retention steadily improve as she continues to partner with Bausch's RPO provider to enhance its talent acquisition capabilities, systems, and processes.



**Kristy Godbold**  
Global HR Leader  
Marriott International

Kristy Godbold serves as the Global HR Leader and has oversight for global talent acquisition and talent management analytics for Marriott International. As the top HR leader for global finance, she serves as the HR business partner to the CFO and her executive team and has responsibility for the development of finance talent around the world. Prior to joining Marriott, Godbold served as Vice President of Management Staffing of First Florida Bank. Godbold holds a bachelor's degree in business management from the University of Maryland and an associate's degree from Armstrong State College. She holds a banking degree from the University of South Carolina.



**Lon Harvey**  
Director of Talent Acquisition, Contingent Labor Program, and Canada Direct Hire  
Waste Management

Lon Harvey manages Waste Management's large North American contingent labor program and Canadian direct hire recruiting with a focus on building competitive advantage for the company through critical staffing. As part of Waste Management's talent acquisition leadership team, he advocates successful service alignment and continuous improvement via frequent, clear communications with his internal and external teams that focus on scorecard results. These efforts keep Waste Management placed as a work destination of choice in the increasingly competitive workforce marketplace. He collaborates with stakeholders to develop company policies that provide cost and risk management and create a safer work environment.





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## PRACTITIONERS



**Leanne Joffre**  
**Senior Director of Talent**  
**Sienna Senior Living**

Leanne Joffre is the Senior Director of Talent at Sienna Senior Living, one of Canada's leading retirement and long-term care providers. Overseeing the learning and development, talent acquisition, and team member experience team, her innovative vision and outside-the-box approach to finding new solutions to old problems, alongside her expertise in future industry trends, has made her a trusted resource within the organization. She believes that being surrounded by the best and the brightest team members encourages her to push limits and break barriers to success. Joffre's dynamic personality, partnered with her inquisitiveness and strong leadership style, has enabled her team to thrive and successfully execute Sienna's people strategy of finding, keeping, and growing talent.



**Jeff Lackey**  
**Vice President of Talent Acquisition**  
**CVS Health**

Jeff Lackey is the Vice President of Talent Acquisition for CVS Health. The purpose of talent acquisition at CVS Health is to "Help our leaders hire great people!" The talent acquisition team helps the company's leaders hire more than 100,000 annually, including managing more than 2,000,000 applicants. Roles range from Store Associates to the C-Suite. The impact CVS Health makes is seen every day in the patients, customers, and candidates the company serves. Prior to CVS Health, Lackey led the global recruitment for Rolls-Royce, launching talent acquisition capability in more than 70 countries as well as starting up an HR shared services capability in North America. His leadership in the TA space has been transformative, leading several Fortune 500 companies to the development of world-class people, processes, and technology.



**Ira Levinsky**  
**Director of HR**  
**Rexnord**

Ira Levinsky is the Director of Human Resources for Rexnord. He also is the main point of contact for Rexnord and their partners and has been instrumental in strengthening the relationship at several Rexnord facilities. He works closely with account managers to facilitate success and drive the focus on recruiting qualified, motivated associates who will help grow Rexnord's business. When Levinsky hires a great person, he keeps them engaged and encourages them to maximize their potential, creating the ultimate win-win for Rexnord. He continues to grow the organization both intrinsically and acquisitively through his innovative recruiting efforts.



**Melkeya McDuffie**  
**Vice President of Talent Acquisition**  
**Waste Management**

Melkeya McDuffie is the Vice President of Talent Acquisition for Waste Management, headquartered in Houston, Texas. She is focused on building a world-class talent function at Waste Management by spearheading the transformation of talent acquisition from transactional to consultative and technology-enabled. McDuffie studied human resources management at Trinity University, employee relations at Cornell University's School of Industrial and Labor Relations, strategic business leadership at The University of Chicago Booth School of Business, and strategic management at Harvard University.







## PRACTITIONERS



**Jason Munoz**  
Senior Director of Strategic Staffing  
Key Energy Services



Jason Munoz has found his greatest successes in the areas of relationship building, strategic process implementation, strategic partnerships, and employer brand recognition. He has more than 20 years of experience organizing high-value and high-profile international recruiting efforts for Fortune 500 companies. Working with extremely talented teams, he has designed, implemented, and launched high-touch recruitment and development models, including aggressive recruiting campaigns in competitive markets for quality candidates. He partnered to build an international recruitment firm focused on technical and transitioning veteran recruitment that saw the placement of over 3,000 veterans into meaningful oil and gas careers. In his spare time, Munoz enjoys coaching minor hockey, helping develop kids' skills, team work, and respect on and off the ice.



**Catherine Scarlett**  
Vice President of Talent Acquisition and Planning  
BMO Financial Group

Cathy Scarlett has a passion for attracting, engaging, and developing the right talent for BMO Financial Group and has been instrumental in the company's talent growth agenda. As Vice President of Talent Acquisition and Planning, Scarlett is accountable for company-wide talent acquisition, specifically planning, processes, systems, and insights that drive her team to optimize and innovate the candidate experience through all channels and in every geography in which BMO operates.



**Lisa Sterling**  
Chief People and Culture Officer  
Ceridian

Lisa Sterling, Ceridian's Chief People and Culture Officer, is a forward-thinking, engaging leader who is disrupting the HR landscape to create cultural and performance excellence. Leading the global people and culture organization, she is responsible for imagining and overseeing people-centric programs, experiences, and technology. Sterling has been instrumental in Ceridian's cultural transformation and led the efforts in becoming a Top 100 Companies for Working Mothers, a certified Great Place to Work, and a Top 15 Best Places to Work by Glassdoor. Under her leadership, Ceridian has experienced significant increases in engagement, retention, and overall performance. She has received numerous awards for her leadership including Working Mother of the Year, HR Executive of the Year, *HRO Today* Superstar, and 300 Women in Tech Worth Watching.



**Nicole Stuart**  
HR Country Head, Canada  
GSK

Nicole Stuart is the HR Country Head in Canada for GSK. During Stuart's tenure with GSK, she has supported the company's mission to be one of the world's most innovative, best performing, and trusted healthcare companies. Stuart's team focuses on attracting, developing, and growing talent to support the business and deliver value to GSK's patients and customers. Under Stuart's leadership, the recruitment team has achieved efficiencies and cost savings. In fact, GSK's hiring metrics in Canada are outstanding compared to other GSK offices around the world.





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## PRACTITIONERS



**Brett Tomlinson**  
**Vice President of HR, Orthopaedics Franchise**  
**Smith & Nephew**

Brett Tomlinson is Vice President, Human Resources for the Global Orthopaedics Franchise of Smith & Nephew, a global medical technology company with more than \$4.5 billion in annual revenue. Tomlinson is an agile thought leader who leads a team of HR business partners. He is respected for his ability to infuse innovative thinking into fundamental HR practices and recently led a strategic organizational design initiative to revamp Smith & Nephew's U.S. Commercial business, which resulted in a more effective and best-in-class organization



**Mike Vella**  
**Talent Acquisition and Development Manager**  
**UniFirst Corporation**

Mike Vella began his career at UniFirst as a Learning and Development Specialist and was quickly promoted to an expanded role as Talent Acquisition and Development Manager just six months later. With training and recruiting initiatives both rapidly growing at UniFirst under his leadership, Vella moved into his current Talent Acquisition Manager role in 2018 in order to give sole focus to recruiting as the company began to centralize all facets of talent acquisition. He now develops and implements all strategic talent acquisition initiatives for UniFirst's 250 nationwide facilities and oversees the talent acquisition team in Wilmington, Massachusetts, the talent engagement team in San Antonio, Texas, and UniFirst's RPO partnership with Sevenstep.



**Jacqueline M. Welch**  
**Chief Diversity Officer and Senior Vice President**  
**of HR, Diversity, and Inclusion**  
**Freddie Mac**

Jacqueline Welch brings more than 20 years of experience in HR strategy and execution to Freddie Mac. Welch partners with the senior team on organizational design and development and change leadership. As head of HR, diversity, and inclusion, Welch leads a standout team of experts in the alignment and optimal delivery of traditional HR functions such as performance management, total rewards, and learning and development, as well as emerging business drivers such as cognitive technologies and AI. As Chief Diversity Officer, Welch evolves and leads the Freddie Mac inclusion and diversity strategy and the corporate community engagement program. She is also responsible for the compliance of the diversity reporting requirements required by law and directed by Freddie Mac's regulator and conservator, the Federal Housing Finance Agency.



**Chris L. Winton**  
**Vice President of HR**  
**FedEx Services**

Chris L. Winton is Vice President of HR for FedEx Services. He is currently responsible for the strategic direction of compensation, HR analysis, organizational effectiveness, recruiting, learning and development, and workforce strategy and planning. He is also the business lead for the new enterprise-wide HR information system. Before transitioning to human resources, Winton successfully held multiple leadership positions in IT. He joined FedEx as an IT Intern in 1997. He earned a bachelor's degree from the University of Memphis in management information systems and later an MBA from Dowling College. He serves on the Southeast Board of Directors for INROADS Inc., Memphis Challenge, and the Local Workforce Investment Network.







## PRACTITIONERS



Diane K. Adams

Chief Culture and Talent Officer

Sprinklr



Sara Albright

Vice President of HR

Bassett Healthcare Network



Ryan Alexander

Senior Director of Global Talent Acquisition and Management

Honeywell



Anwar Ali

Director of HR, Training, and Organizational Development

Barakat Foods Company



Karen Anderson

Chief HR Officer and Senior Vice President

Anylam Pharmaceuticals



Peggy Anderson

Vice President of Global Talent Acquisition and Diversity

Blackbaud



Steven Antonoff

Vice President of HR

CalPortland



Sara Babin

Executive Director of HR

Allegis Global Solutions



Timothy Bauer

Director of Talent Acquisition

Leadec



Dayna Blank

HR Director

Playa Hotels &amp; Resorts



Violet Bloom

Chief HR Officer

Citizen's Property Insurance Corporation of Florida



Lorraine Booth

Chief HR Officer and Senior Vice President

MemorialCare



Brian Boylan

Chief HR Officer and Executive Vice President

JDA Software Inc.



Doug Bryant

Vice President of Human Capital Management

Sonic Automotive



Rudy Campoya

Chief HR Officer

Socorro Independent School District



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# PRACTITIONERS



David Cantagallo

HR Manager

Ford Motor Company



Rhonda Caswell

Vice President of HR

YMCA of South Hampton Roads



Matt Chamberlain

Vice President of Talent Acquisition and Talent Integration

Veolia North America



Terry Cooley

Vice President of HR

Penhall Company



Amy Martello Costa

Director of HR

The Bachrach Group



Karen Crone

Chief HR Officer

Paycor



David Dart

Chief HR Officer

ServiceMaster



Jenna Dobbins


Global Head of People Operations

Pontoon Solutions



Mary Stoik Dymond

Chief Talent Officer

Graebel Companies 



Valerie Egan

Senior Director of Talent Acquisition

Girl Scouts of the USA



Josh Elmore

Head of Talent Acquisition, North America

Kerry



Christine Eskilsen

Chief Human Capital Officer

Piper Jaffray



Kate Etinger

Chief HR Officer and Executive Vice President

Bank Leumi



Susan Ewing

Lead HR Outsourcing Consultant, Screening and Vendor Services Target Corporation



Amanda Felicio


HR Business Partner, Latin America and the Caribbean

FICO



Cindy Fiedelman

Chief HR Officer

Digital Realty Trust Inc. 





## PRACTITIONERS



Annette Freytag

Chief of Staff to the CEO

Girl Scouts of the USA



Roger Gaston

Executive Vice President of HR

Gates Corporation



Sjoerd Gehring

Global Head of Corporate Recruiting

Apple Inc.



Nikki Harland

Senior Vice President of HR

Paradies Lagardère



Kimberly Hauer

Chief HR Officer and Senior Vice President

S. C. Johnson &amp; Son Inc.



Jim Hazboun

Chief HR Officer and Executive Vice President

Banc of California



Barry Hirschman

Head of U.S. HR Operations and Bulk Sales

Linde Group



Chad Holman

Chief HR Officer and Vice President

Varex Imaging Corporation



Gail Jackson

Vice President of Diversity and Inclusion

United Technologies Corporation (UTC)



Judy Jackson

Global Chief Talent Officer

Wunderman



Paula Just

Chief HR Officer

Health First



Jamie Kelley

Vice President of Talent Acquisition and HR Operations Manager

Cambridge Savings Bank



Amy Kelly

Vice President of HR

DLT Solutions



Debbie Kemp

Chief Talent Officer

MediaCom



Suzanne Klosak

Talent Acquisition Consultant

Advocate Health Care



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## PRACTITIONERS



Max Langenkamp

Vice President of HR

Cintas Corporation



Jill Larsen

Chief HR Officer and Executive Vice President

Medidata Solutions



Terri Lewis

Global Head of HR

Pontoon Solutions



Brian Little

Head of HR

Zurich, North America



Mary Beth Majors

Director of Talent Acquisition

UMB Financial Corporation



Elizabeth Mashakas

Enterprise Talent Acquisition Leader

General Dynamics Information Technology



Jo Mason

Chief HR Officer

DXC Technology



Liz McAuliffe

Executive Vice President of HR

T-Mobile USA Inc.



Adriene McCoy

Chief HR Officer

Baptist Health South Florida



Bill Neese

Vice President of Talent Acquisition

Paycor



Matthew Owenby

Chief HR Officer and Senior Vice President

Aflac



Gregory Pardo

Vice President of Talent Acquisition

Fresenius Medical Care North America



William Pearson

Senior Director of Human Capital

Kellogg School of Management at Northwestern University



Jasmine Prasetyo

Recruiter and Program Coordinator

OppenheimerFunds



Bala Sathyanarayanan

Chief HR Officer and Senior Vice President

Greif Inc.





## PRACTITIONERS



Pat Schneider

Senior Vice President of HR

OppenheimerFunds



David Schubert

Assistant Vice President of HR, Talent Acquisition, and Employee Development

Baptist Health South Florida



Scott Sell

Vice President of Talent Selection and Executive Recruitment

Mercy Health System



Punkaj Shankar

Senior Vice President of HR

Intellect Design Arena



Kevin Silva

Chief HR Officer and Executive Vice President

Voya Financial Inc.



Maria Bunting Smedley

Vice President of HR and Strategy

Arkansas Electric Cooperative Corporation



Patrick Spine

Chief Administrative Officer and Senior Vice President

Accuray Incorporated



Celina Stiles

Director of Support and Personnel Administration

Socorro Independent School District



Yvette Stortz

Vice President of Global Talent Acquisition

United Technologies Corporation (UTC)



Christina Trainor

Senior HRIS Manager

ATI Physical Therapy



Katie Traviglia

Vice President of HR

New American Funding



Stacy Van Meter

Vice President of Talent Acquisition and Employment Brand

Deluxe Corporation



Deb Veith

Talent Acquisition Administrator

American Family Insurance



Thomas Verstynen

HR Specialist

Nucor Corporation



Kathleen Weslock

Chief People Officer and Executive Vice President

Frontier Communications Corporation