

Bold and Bright

This year's superstars are transforming HR through innovation and agility.

By The Editors

We are living in an age of immense technological disruption. Digital transformation is a top concern in boardrooms across the world, with companies adopting new technologies to reinvent themselves, deliver more value to their customers, and remain relevant in today's high-paced business climate. But to succeed, organisations need to transform at a more fundamental cultural level.

HR professionals across the globe are stepping up to meet the challenge. This year's superstars have a proven track record of challenging the status quo, adopting experimental methods, and redefining the new normal for HR. But whilst technology is a major part of this puzzle, the leaders featured in these pages have never lost sight of their top priority: their people.

From leveraging AI to increase diversity across the

organisation to improving the accessibility of learning and development tools, this roundup of leaders are staunch advocates for employees at all levels, spearheading the adoption of technology to improve the employee experience. With the help of smart technologies and a new wealth of data, these leaders create targeted employee engagement strategies, leverage workforce planning insights to enable more fluid and organic career paths, and break down silos to encourage a consistent workplace culture and experience. And that's only the beginning.

Our roundup recognises 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 Global* editorial staff.

PRACTITIONERS



James Eastwood
Engagement Executive
Capgemini

James Eastwood has been transforming teams and organisations in pursuit of peak performance for over 20 years. At Capgemini, Eastwood is an HR executive helping large client organisations such as Syngenta to move from traditional HR models to next-generation HR thinking and digital employee operations (DEO) on a global scale. "Transformation is about a journey, not a destination—so being recognized again as a HRO Today superstar is a great honor," he says. "This shines a light on the advancing HR achievements of the special team and client partners that we work with."



Sherif Hanna
Regional Chief People Officer
Integrated Diagnostics Holdings

With more than 20 years of progressive responsibility and expertise in strategic HR management, Sherif Hanna has successfully developed, managed, and implemented corporate plans for resourcing, recruitment, selection, and corporate training and development. He strives to build a value-added HR function by aligning employer branding, talent attraction, retention, organizational management, succession plans, and diversity and inclusion to business strategy to support company values and culture.



Terri Lewis
Senior Vice President and Global Head of HR
Pontoon

Terri Lewis is senior vice president and global head of HR for Pontoon, a division of The Adecco Group. She is responsible for driving the acceleration of Pontoon through leadership, differentiated talent models, attracting and developing the best talent, and building a culture of engagement, agility, and innovation. She oversees HR service delivery, diversity and inclusion, HR policies and programs, talent acquisition, and talent management. Lewis is a strong advocate for the HR professional as a business partner with a true understanding of the organisation and how it works, with the ability to develop and implement a people strategy to drive and enhance business results.



Galina Vaisband
HR Director
Home Credit Bank

Galina Vaisband is an aviation engineer by education and HR professional by her mission. After 15 years as sales and service director, she changed professions and became HR director. At Home Credit Bank, she is running all aspects of HR strategy, corporate culture, and talent development programs. She opened a kindergarten for employees' children right in the office. By the number of successful and innovative projects, HC Bank now is a benchmark in HR for other companies.



PRACTITIONERS



Michelle Adams

HR Director, UK and Ireland

Allergan



Steph Ahrens

EMEA Head of Talent Acquisition and Global Co-Head of Campus Recruiting Program Management

Morgan Stanley



Suresh Anubolu

Chief HR Officer

GVK Biosciences Pvt. Ltd



James Atkins

Global Director of Recruitment

Caterpillar Inc.



Darren Bartholomew

Head of HR Planning and Info Systems, UK

Leonardo



Tara Benton

Group Head of Resourcing

Mitie



Pradeep Bhaskaran

Head of HR, Global Growth Markets

Cognizant Technology Solutions



Puja Bhura

Deputy Manager of Talent Acquisition

Aristocrat Technologies Inc.



Ruth Bielderman

Head of Talent Attraction

ABN AMRO Bank N.V.



Kevin Blair

Global Vice President of Talent Acquisition

IBM



Jeremy Broome

Senior Vice President of HR, CEMEA

Visa



Eleanor Cavanagh-Lomas

Vice President of HR, EMEA

Cisco



Antonio Climent

Vice President of HR, APAC and EMEA

Laureate International Universities



Tara Cook

Senior Regional HR Director, APAC

SAS Institute Ltd.



Giridhar Dampetla

HR Manager

Apps Associates

PRACTITIONERS



Ben Debnath

Global Head of HR Operations

Syngenta



Natasha Dillon

Chief People Officer

Inmarsat



Mojca Domiter

Executive Director of Corporate HR

Atlantic Grupa d.d.



Mila Edelman

Director of Talent Acquisition

ADP



Saminder Gill

Head of HR, EMEIA

National Instruments



Oscar Gonzalez

HR Director

AZKOYEN GROUP



Debbie Griffin

Group HR Director

Shawbrook Bank



Bernadette Haslam

Head of Talent Acquisition, Switzerland

Zurich Insurance Company Ltd.



Joe Hendry

HR Lead, EMEA

VMware



Paul Hotchan

Vice President

Galaxy Entertainment Group



Sachin Ingale

Head of HR

Morgan Advanced Materials



Hein Knaapen

Chief HR Officer

ING Bank



Ingrid Kraaijbeek

HR Leader

Bridgestone EMEA



Lewis Kuo

Head of HR Digital Services Business, Northeast Asia
and Head of HR, Taiwan

Ericsson



Suzannah Kwok

Head of Strategic Planning and Performance

Cabinet Office



Chris Lamb

Global Head of Talent and Organisational Development

Lendlease

PRACTITIONERS



Brandy Lee

Director of HR and Administration

VINCI Construction Grands Projets



Benny Lee

Senior Manager of Talent Acquisition

Adidas



Michelle Loong

Associate HR Director of Talent Acquisition and Development

Richemont



Anneke Luijkenaar

Vice President of Talent Acquisition

DSM



Jan Cees Marijt

HR Business Partner

Humiscore



Joanne Marshall

Director of HR and Organisational Development

University of Bradford



Joris Monard

HR Manager, Netherlands

Siemens



Craig Morgans

Head of Talent, HR Shared Services, and Learning and Development

The AA



Jo Sullivan Mosley

HR Director, UK and Ireland

The Salvation Army



Brighton Mwiinga

Head of HR and Administration

Prudential Life Assurance Zambia



Leena Nair

Chief HR Officer

Unilever



Prasanth Narayanan

Director and Chief HR Officer

Carnival Group



Kevan Nicholson

Regional Director of Talent Acquisition, EMEA

PAREXEL



Enrico A. Palumbo

HR Director

SAP (Switzerland) AG



Shalu Priya

Senior Manager of Talent Acquisition

Opteamix LLC



Lynne Rennie-Smith

HR Chief Operating Officer

Royal Bank of Scotland

PRACTITIONERS



Melvin Rogers

Director of HR

Sytner Group



Alison Rumsey

Group HR Director

Network Rail



Praveen Singh

Director of HR

QX Ltd.



Vipul Singh

Vice President and Head of HR

ADP



Rajita Singh

Head of HR

Broadridge Financial Solutions



Shanoo Singh

Director of Talent Acquisition, APAC

MSD



Mark E. Smith

Senior Director, Global Talent Acquisition

SC Johnson



Boele Staal

Portfolio Director, TMF Horizon

TMF Group



Andrew Stephenson

Group People Director

Lookers



Yvette Stortz

Vice President of Global Talent Acquisition

United Technologies



E. Subramanian Subbu

Vice President and Global Head of Talent Acquisition

Virtusa



Bernadette Sudio

Director of Business Development

Comrise



Nigel Sullivan

Chief People Officer

Bupa



Charlotte Sword

Senior Partner and Head of HR

Foster + Partners



Nabil Tarhouni

HR Director

NESR



Charlotte Turton

Head of Talent Acquisition

Principal Hotel Company

PRACTITIONERS



Saurabh Upadhyay

Vice President of HR, AMEA

Bacardi Limited



Neyda Urias

Talent Acquisition Manager

Legend Management Group



Arne-Christian van der Tang

Chief HR Officer

TomTom



Craig Williams

International Talent Acquisition Leader

Wells Fargo



Derek Wu

Executive Vice President of Global HR

Lee Kum Kee International
Holdings Limited



Pinar Kalay Yemez

Group Enterprise HR Director

Vodafone