

Revolutionizing HR

We recognize industry leaders for their forward-thinking strategies that prepare their organizations for the future of work.

By The Editors

2019 saw what experts would deem a candidate-driven labor market. With the unemployment rate at 3.7 percent, companies need to reevaluate how they find and engage top talent or risk falling behind. But keeping employees invested is no longer as easy as it once was; today's talent expects employers to deliver an exemplary experience, new technologies, enriching learning programs, career growth, robust benefits plans, job flexibility, relocation opportunities—and the list goes on.

In this demanding environment, we think it's important to recognize leaders that have gone above and beyond in the realm of HR. Our 2019 *HRO Today* Superstars are playing a larger role in business strategy than ever before, delivering innovative solutions that solve today's problems in order to get ahead for tomorrow's success.

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 through an online tool and by the *HRO Today* staff.



#HRSuperstars

PRACTITIONERS



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

Elisa Bannon-Jones is executive vice president and chief HR officer for Frontier Communications, a Fortune 500 telecommunications company providing internet, TV, phone, and corporate cloud services. She is responsible for developing and executing the human resources strategy in support of the overall business plan and strategic direction of the organization. Her leadership strategies and methodologies have directly led to driving business growth, building brand awareness, and increasing company functionality.



Steve Eller
Chief HR Officer
Beacon Health System

Steve Eller has served as chief HR officer for Beacon Health System since 2012. He also oversees the risk management and performance improvement departments. He is currently leading an initiative called "Workforce of the Future" to transform the company's culture, talent development, and total rewards programs. Additionally, he serves as adjunct faculty at Bethel University. Prior to Beacon, he was the vice president of HR for Robert Bosch LLC and has also served in HR roles for Honeywell and General Electric. Eller holds a Bachelor of Science degree in administration from Indiana University and a Master of Business Administration from Indiana Wesleyan University.



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 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.



Shawn Harter
Senior Vice President and Director of Talent Acquisition
Fifth Third Bank

Shawn Harter, senior vice president and director of talent acquisition at Fifth Third Bank, is leading the evolution of the bank's recruiting efforts. He joined Fifth Third Bank in July 2005 as the director of recruiting operations before moving to his current role. Prior to joining Fifth Third Bank, Harter worked in various roles within Arthur Andersen, and in 2002, joined RSM McGladrey. He has served as a board member of Beta Alpha Psi and was chairman of the organization's Advisory Forum from 2010 to 2011. He served as president of the organization from 2015 to 2016. He currently serves as a member of the Southwest Ohio Region Workforce Investment Board (SWORWIB) and has served on the executive committee the past several years. He earned his bachelor's degree in accounting from Ohio State University in 1991.



PRACTITIONERS



Kathleen (Kathie) L. Patterson
Chief HR Officer
Ally Financial Inc.

Kathie Patterson leads Ally Financial's HR function and its activities, including talent management, compensation, and benefits. She also leads Ally's culture initiatives, including diversity and inclusion activities. Kathie brings a passion to her role for cultivating a purpose-driven company where employees feel connected and supported personally and professionally. Her first priority is her 8,500 teammates and developing programs that bring inclusivity, understanding, and well-being to Ally's diverse employee population.



Lisa Sterling
Executive Vice President and Chief People and Culture Officer
Ceridian

Lisa Sterling is a forward-thinking, engaging leader who is disrupting the HR landscape to create cultural and performance excellence. Leading a 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 improvements in engagement, retention, and overall performance.



Jennifer F. Terry
Executive Vice President and Chief HR Officer
The Bancorp Inc.

Jennifer F. Terry serves as executive vice president and chief HR officer at The Bancorp's Wilmington, Delaware headquarters. She is responsible for the development and implementation of the strategic plan for all HR functions to ensure a superior employee and candidate experience. Terry's approach to HR technology, employee benefits, workforce planning, talent management, and succession planning have set the company's strategic HR direction to increase overall operational efficiency and effectiveness. She brings a successful track record spanning more than 20 years of human resources experience. She holds a Bachelor of Science degree in accounting from Montclair State University and a Master of Business Administration with a concentration in leadership from Rosemont College.



Melinda Torbett
Senior Director of Talent Acquisition
Sysco

Sysco's Senior Director of Talent Acquisition Melinda Torbett and her team are leading the company's journey to drive continuous improvement and consistency in recruiting. Since taking over as the Sysco shared business services talent acquisition leader in early 2017, Torbett has worked with her team to expand the HR model to support most of Sysco's domestic entities, increasing the number of annual fills by 50 percent. In addition to increasing growth, Torbett and her team work to efficiently implement new strategies and programs that aim to innovate the hiring process and the candidate experience. By transforming Sysco's talent acquisition strategies, they have positioned the company to meet the changing expectations of future workforce candidates.



#HRSuperstars

PRACTITIONERS



Jacqueline M. Welch Chief HR Officer and Chief Diversity Officer Freddie Mac

Jacqueline Welch brings 20-plus years of experience in HR, diversity and inclusion strategy, and execution to Freddie Mac. Partnering with the senior team, Welch's human-first approach mobilizes and activates people to drive business results. She has been recognized as a "CHRO of the Year" by *HRO Today* and "Diversity Leader of the Year" by *Profiles in Diversity Journal*.



Sara Z. Albright

Vice President of HR

Bassett Healthcare Network



Marissa Andrada

Chief People Officer

Chipotle Mexican Grill



Steven Antonoff

Vice President of HR

CalPortland



Tanya Axenson

Vice President of HR

Allegis Group



LeighAnne Baker

Chief HR Officer

Cargill Inc.



Amy Beales

Director of Talent Acquisition

Children's National Hospital



Kevin Bodine

Senior Vice President and Global Head of Talent Acquisition

Northern Trust Corp.



Kelley Boucher

Senior Vice President and Chief HR Officer

Alnylam Pharmaceuticals Inc.



Liz Bronneberg

Vice President of HR for the Americas Region,
Global Commercial Business Units, and Global R&D

Baxter International Inc.



Roger Casalengo

Senior Vice President and Chief HR Officer

Cobham Advanced Electronic
Solutions



Catherine (Katie) Casey

Executive Vice President of HR

Charles Schwab Corp.



Carol J. Cooley

Vice President of Talent and Culture

HSS Inc.



Karen Crone

Chief HR Officer

Paycor Inc.



PRACTITIONERS



Bonnie Daniels

Senior Vice President of Culture and People Services

MiTek Industries Inc.



Ian Decker

Head of Talent Acquisition

XFL



Sara Douglas

Director of Talent Acquisition

Fresenius Medical Care
North America



Doug Dureau

Senior Vice President of HR and Administration

Hillwood Development Company LLC



Kathy Dyer

Vice President of Resourcing

HSBC



Mary Stoik Dymond

Chief Talent Officer

Graebel Companies Inc.



Karen Feeney

Employee and Client Experience Leader

Sterling



Cindy Fiedelman

Chief HR Officer

Digital Realty



Roger Gaston

Executive Vice President of HR

Gates Corp.



Jill Geimer

Managing Director and Head of HR

OpticsPlanet Inc.



Ginger Gregory

Executive Vice President and Chief HR Officer

Biogen



Kimberly Hauer

Senior Vice President and Chief HR Officer

S.C. Johnson & Son Inc.



Nancy Hauge

Chief HR Officer

Automation Anywhere Inc.



Jim Hazboun

Executive Vice President and Chief HR Officer

Banc of California



David Heath

Associate Director of Resourcing

Arup



Jeanie Heffernan

Executive Vice President and Chief HR Officer

Independence Health Group Inc.



#HRSuperstars

PRACTITIONERS



Leanne Joffre

Senior Director of Talent

Sienna Senior Living



Christine Johnson

Vice President of HR

Baptist Health



Kim Jones

HR Director

Toshiba America Business Solutions Inc.



Andrea (Andie) Kaelin

Vice President of HR and Learning

Brooks Rehabilitation



Jamie Kelley

Vice President of Talent Acquisition and HR Operations Manager Cambridge Savings Bank



Debbie Kemp

Chief Talent Officer

MediaCom



Sean Kimble

Vice President of HR

USA Compression Partners LLC



Max Langenkamp

Vice President of HR

Cintas Corp.



Andrea Larsen

Chief HR Officer

Advisor Group Inc.



Tracy Layney

Senior Vice President and Chief HR Officer

Shutterfly Inc.



Terri Lewis

Senior Vice President of Global HR

Pontoon Solutions



Dianna Long

Senior Director of Talent Acquisition Operations

CVS Health



Alan May

Executive Vice President and Chief People Officer

Hewlett Packard Enterprise



Wendy Mazoway

Global Director of Talent Acquisition Operations

DXC Technology Co.



Liz McAuliffe

Executive Vice President of HR

T-Mobile US Inc.



Leigh McCluskey

Senior Vice President of Talent Acquisition

Advisor Group Inc.



PRACTITIONERS



Robert Mellwig

Chief Culture Officer

sbe



Lynn Merritt

Chief HR Officer

Healogics Inc.



Rita Mohr

Senior HR Director

Quest Diagnostics Inc.



Jason Munoz

Head of Global Talent Acquisition

Weatherford



John Murabito

Executive Vice President and Chief HR Officer

Cigna



Linda Nedelcoff

Executive Vice President and Chief Strategy and HR Officer

CUNA Mutual Group



Rudi Ngnepi

Global Director of the Engineering Leadership Program and Executive Recruitment

National Instruments



Matthew Owenby

Senior Vice President and Chief HR Officer

Aflac Inc.



Greg Pardo

Vice President of Talent Acquisition

Fresenius Medical Care North America



Simon Perkins

Head of U.S. Resourcing and Onboarding

HSBC



Lisa Pueschel

Vice President of Talent Acquisition

Staples Inc.



Laura Rock

Chief HR Officer

Zurich American Insurance Company



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



Katrina Kerr Sevier

Vice President of Global HR

Western Union Financial Services



Kevin D. Silva

Executive Vice President and Chief HR Officer

Voya Financial Inc.



#HRSuperstars

PRACTITIONERS



Rebecca Sinclair

Chief People and Communications Officer

American Tire Distributors Inc.



George Smallwood

Director of Employee Relations

AT&T



Maria Bunting Smedley

Vice President of HR and Strategy

Arkansas Electric Cooperative Corp.



Anna M. Spriggs

Chief of HR and Administration

Truth Initiative



NN Srinivas

Head of Management Recruitment for the Americas and Digital Business

Cognizant



Kevin Stakelum

Vice President of Talent Acquisition

CoStar Realty Information Inc.



Crystal Stanfield

Director of Talent Acquisition and Planning

The MITRE Corp.



Rachel Sullivan

Vice President of Talent

TransUnion LLC



Nadine Thurston-Prior

Principal and Director of Global Talent Acquisition

Stantec



Toon van der Veer

Vice President of People for Europe

Anheuser-Busch InBev



Darryl Varnado

Executive Vice President and Chief People Officer

Children's National Hospital



Sue Wall

Vice President of HR

Chapters Health System



David Whan

Chief HR Officer

TopBuild



Dan Whitehead

Global Head of Talent Acquisition

QBE Insurance Group Ltd.



Richard Williams

Chief HR Officer

Western Union Financial Services Inc.



Chris L. Winton

Vice President of HR

FedEx Services