

# 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.



# PROVIDERS

## TALENT ACQUISITION



### **Patrick Beharelle** **CEO and Director** **TrueBlue**

Patrick Beharelle has served as director and CEO of TrueBlue since September 2018. Prior to becoming CEO, Beharelle served as president and chief operating officer from 2015 to 2018, leading the company's operational, business development, technology, and human resources functions as well its digital transformation strategies. He joined TrueBlue in 2014 following the acquisition of PeopleScout and Staff Management, which he led as CEO from 2009 to 2014, delivering a solid track record of organic growth. Beharelle has spent over 22 years in the staffing, recruitment process outsourcing, and consulting industries, and was recently inducted into the Staffing Industry Analysts' Hall of Fame.



### **Lori Hock** **CEO of the Americas** **Hudson Global Inc.**

Lori Hock's experience spans more than 25 years. In 2013, she joined Hudson Global as CEO for the Americas, transforming the business around recruitment process outsourcing. Under Hock's leadership, the outsourcing service expanded to include retained search, strategic sourcing, employer branding, recruitment technology, and talent management. Previously, she was president of Adecco MSP Solutions for the Americas, where her team achieved \$5 billion in spend under management.



### **Chip Holmes** **Senior Vice President of Client Delivery** **Interim President (Effective Dec. 30, 2019)** **PeopleScout**

Chip Holmes is an industry veteran with expertise across RPO, MSP, and total workforce solutions, and a background in leading and implementing complex, global talent programs. He currently serves as senior vice president of client delivery for PeopleScout. On Nov. 13, 2019, Holmes was named interim president of PeopleScout effective Dec. 30, 2019. He has been part of PeopleScout's global leadership team since 2016. Prior to joining PeopleScout, Holmes held various leadership positions, including as a member of the executive team for the RPO practice of a major global HR services organization. He is a respected leader known for his broad knowledge of the talent landscape and commitment to empowering the success of both his client partnerships and his team.



### **Jennifer Knippenberg** **Senior Vice President of RPO Operations** **AMN Healthcare**

Jennifer Knippenberg brings to AMN Healthcare more than 15 years of experience in the recruitment process and talent supply chain. In her role as senior vice president of RPO, Knippenberg designs and implements integrated solutions to enhance client delivery and candidate quality. She has extensive experience in all aspects of recruitment processes and talent supply chain, and has served in a variety of roles for corporate talent acquisition, RPO, MSP, and staffing and consulting. Her personal mission is to create a holistic approach to talent supply, delivering through simplistic yet innovative ways to allow employees to find balance and organizations to secure the talent they need.





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## PROVIDERS

### TALENT ACQUISITION



**Taryn Owen**  
**President, PeopleScout**  
**President, PeopleReady (Effective Dec. 30, 2019)**

In her current role, Taryn Owen serves as the president of PeopleScout, an award-winning RPO, MSP, total workforce solutions, and talent advisory provider. She is responsible for PeopleScout's global service delivery and business development strategy. On Nov. 13, 2019, Owen was named president of TrueBlue's PeopleReady division, effective Dec. 30, 2019. During her tenure at PeopleScout, Owen has led the organization through a period of substantial growth, global expansion, multiple acquisitions, and the launch of the company's Affinix™ talent technology. Under her leadership, PeopleScout has earned top rankings from the *HRO Today's* Baker's Dozen, NelsonHall, and Everest Group, and Affinix has been awarded multiple accolades.



**Carl Schweihs**  
**President**  
**PeopleManagement**

Carl Schweihs is president of PeopleManagement. He provides strategic direction for this key division of TrueBlue that specializes in on-site and contingent workforce management for manufacturing, fulfillment, and distribution facilities. His leadership of its three distinct staffing segments—Centerline Drivers, SIMOS Insourcing Solutions, and Staff Management I SMX—helps change lives and build stronger businesses by connecting great talent with great companies. Known for his collaborative leadership style, Schweihs previously served as TrueBlue's senior vice president of strategic accounts, delivering the full spectrum of TrueBlue's solutions to produce higher ROI for the world's largest brands. Prior to this, he helped drive strong financial and operational performance at TrueBlue, Seaton, and Grant Thornton in financial leadership roles.



**Miguel Terrizzano**  
**Founder and CEO**  
**Pierpoint International**

Prior to founding Pierpoint, Miguel Terrizzano was responsible for large scale global hiring for Cisco, Siebel, and Peoplesoft. His initial business concept was to create a global sourcing and recruiting engine for Fortune 500s. Fifteen years later, Pierpoint is at the epicenter of Silicon Valley and has leveraged its flexible recruiting offerings to address hiring needs in healthcare, med-tech, pharma, financial, and chemical industries.



**Tina Tromiczak**  
**Senior Vice President and General Manager**  
**ADP RPO**

Tina Tromiczak is senior vice president and general manager of ADP RPO, the recruitment process outsourcing business for ADP LLC. At over \$12 billion in revenue, ADP is a comprehensive global provider of human capital management solutions, helping organizations of all types and sizes unlock their potential. Delivering on the talent acquisition needs of small companies to large enterprises, Tromiczak is responsible for strategic direction, client delivery, and the profit and loss of the ADP RPO business. She has extensive executive experience in both large multinational and small entrepreneurial companies, achieving high productivity results. Previous roles include operating partner for Pfingsten Partners LLC, president of Berlin Industries, and senior vice president of operations for the financial print sector of RR Donnelley. She is a director on the board of trustees of the Adler Planetarium in Chicago.



# PROVIDERS

## TALENT ACQUISITION



### **Pam Verhoff** **President** **Advanced RPO**

Pam Verhoff is an accomplished executive with nearly 30 years in the RPO industry. As president of Advanced RPO, she leads all aspects of strategic planning, revenue generation, operations, financial management, and compliance. Her passion is building high performance teams and creating values-driven cultures through exceptional employee engagement. She inspires teams to think differently, hire differently, and ultimately, win top talent faster.



### **Dan White** **President of Strategic Workforce Solutions** **AMN Healthcare**

Dan White brings more than 25 years of professional experience in recruitment, product marketing and management, software development, executive leadership, and venture capital. As president of strategic workforce solutions, he is responsible for business development for the suite of AMN Healthcare workforce solutions, including industry-leading MSP, RPO, strategic accounts, and client marketing teams. As an industry pioneer and veteran, he is responsible for leading AMN's top-ranked MSP and RPO businesses while reshaping the way AMN delivers its workforce solutions to its diverse client base. He received a Bachelor of Business Administration in accounting from the University of San Diego in 1985.



**Greg Barber**

Managing Director of Global RPO Delivery

Allegis Global Solutions



**Rosaleen Blair**

Founder and Chair

Alexander Mann Solutions



**Jim Burke**

CEO

Workforce Logiq



**Amy Bush**

President

Sevenstep



**Ryan Carfley**

President and CEO

Personify



**Jade Clifford**

Executive Director of RPO EMEA

Allegis Global Solutions



**Courtney Cook**

Vice President of Strategic Development for RPO

Korn Ferry



**Jennifer Cooper**

Senior Vice President of RPO

Hueman





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# PROVIDERS

## TALENT ACQUISITION

	Ross Donovan	MSP and RPO Director	Advantage xPO
	Pip Eastman	Managing Director of APAC Solutions	Korn Ferry
	Curtis Grajeda	Founder and Managing Partner	LevelUP HCS
	Andrew Grant	Vice President of Global Operations	Allegis Global Solutions
	Randy Gulian	Executive Vice President and General Manager	Allegis Global Solutions
	Stacie Habegger	Chief Sales Officer	The ActOne Group Inc.
	Rebecca Henderson	CEO of Global Businesses	Randstad
	Pat Klamann-Rock	Vice President of Business Development	Randstad Sourceright
	Cory Kruse	President	Orion Novotus
	Chad Lane	President	Allegis Global Solutions
	Bob Lopes	Group President of North America	Randstad Sourceright
	Jeanne MacDonald	President of Global RPO Solutions	Korn Ferry
	Sue Marks	Founder and CEO	Cielo
	Emmett McGrath	President	Yoh, A Day & Zimmermann Company
	Byrne Mulrooney	CEO of RPO, Professional Search, and Digital Products	Korn Ferry



# PROVIDERS

## TALENT ACQUISITION



Seb O'Connell

President of EMEA and APAC

Cielo



Sarah G. Palmer

Division President of RPO and Executive  
Vice President of Marketing

Hueman



Noelle Paras

Vice President of Client Services

Sevenstep



Kelly Quirk

Founder and Group CEO

Harrier Group



Kristin Shulman

Global Director of Marketing and Brand

Allegis Global Solutions



Craig Sweeney

Senior Vice President of Global Strategic Talent Solutions

WilsonHCG



Lesley Taylor

Senior Vice President, Client Operations, EMEA

WilsonHCG



Michael Vecchio

Executive Director of Client Services

Sevenstep



Ron Walters

Senior Managing Partner

endevis LLC



John Wilson

Founder and CEO

WilsonHCG

## RECOGNITION & EMPLOYEE ENGAGEMENT

### Alex M. Alaminos President and CEO Madison

As CEO, Alex Alaminos oversees Madison's global operations, business strategy, and product development. With more than two decades of operational and financial management experience, his leadership has helped drive year-over-year double-digit growth while exceeding stringent operational service standards. He has also spearheaded the development and implementation of many groundbreaking proprietary recognition management tools and techniques for Madison, including award-winning social employee recognition technology Maestro.





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## PROVIDERS

### RECOGNITION & EMPLOYEE ENGAGEMENT



#### **Eric Mosley** Co-founder and CEO Workhuman

Eric Mosley is an HR visionary, author, and the force behind the Workhuman movement. As CEO and co-founder of what began as Globoforce and is now Workhuman, he is leading the charge to dismantle old HR processes and challenge organizations to build new ways to connect the modern workforce. Mosley is the author of "The Crowdsourced Performance Review" and co-author of the award-winning book "The Power of Thanks." He is also a regular contributor to Forbes on the topics of recognition and humanity in the workplace.



Jim Barnett

Co-founder, Chairman, and CEO

Glint



Greg Besner

Founder and CEO

CultureIQ



Jeff Cates

President and CEO

Achievers Solutions Inc.



Greg Harris

President and CEO

Quantum Workplace



Mia Mends

Chief Administrative Officer

Sodexo North America



David A. Petersen

President and CEO

O.C. Tanner



Phil Stewart

CEO

Engage2Excel

### SCREENING



#### **Brian D. Chapman** Director and CEO MBI Worldwide Background Checks and Drug Screening

Brian Chapman is CEO of MBI Worldwide Background Checks and Drug Screening, a leading employment background screening company. He is responsible for fine-tuning MBI Worldwide into a national brand and leader in the employment background screening industry. Chapman is a founding member of the National Association of Professional Background Screeners and past chair for the Background Screening Credentialing Council, the Accreditation Board for NAPBS. He is considered an industry expert in employment screening practices and the FCRA. He is an expert in consumer protection, legal compliance, client education, researcher and data product standards, and verification service standards.



## PROVIDERS

### SCREENING



**Mary Delaney**  
**President, Software and Services**  
**CareerBuilder**

As president of both the software and services divisions at CareerBuilder, Mary Delaney oversees the strategy and growth of two of the company's fastest growing business units. With two decades of experience with CareerBuilder, she has played a critical role in the company's transformation from a top job board to its current position as a leader in talent acquisition media, technology, and services.



**Brandon G. Phillips**  
**President and CEO**  
**Global HR Research**

Brandon Phillips developed the concept behind Global HR Research after he recognized the need for better security in corporate human resources. He is responsible for developing and implementing corporate growth strategies, managing the overall operations and resources of the company, overseeing sales and marketing strategy, and acts as the main point of communication between the chairman, investors, and the corporate operations. Phillips has guided the growth of numerous projects from planning and development to sustainability. He is a recipient of Gulfshore Business magazine's "Top 40 Under 40" for entrepreneurial successes, and has been featured in numerous publications on the subject matter of talent screening and selection. For the past 10 years, he has led Global HR Research to a top ranking in *HRO Today's* Baker's Dozen list of America's leading background screening and assessment providers.



Greg Dubecky

President

Corporate Screening Services Inc.



Kevin Olson

Chairman and CEO

Universal Background Screening Inc.



Scott Staples

CEO

First Advantage

### RELOCATION



Bill Graebel

Owner and CEO

Graebel Companies Inc.



Katherine Holman

CEO

XONEX Relocation LLC



Barry Morris

President and CEO

CapRelo



Randy Wilson

President and CEO

NEI Global Relocation





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## PROVIDERS

### TECHNOLOGY



#### **Aron Ain** Chairman and CEO Kronos Inc.

Aron Ain, CEO of Kronos and author of "WorkInspired: How to Build an Organization Where Everyone Loves to Work," fiercely contends that great businesses are powered by great people. Since becoming Kronos' CEO in 2005, Ain has leveraged employee engagement as a growth strategy, watching worldwide employee engagement scores skyrocket as annual revenue tripled to nearly \$1.5 billion, increasing global leadership in workforce management, and experiencing surging growth in human capital management solutions. Ain is a multi-year Glassdoor "Top CEOs" recipient and Kronos has been recognized as a great place to work in every country it operates, including *Fortune's* "100 Best Companies to Work For®" and Glassdoor's "100 Best Places to Work."



#### **David Webb** Founder and CEO BrightMove Inc.

Never satisfied with the status quo, in 2005 David Webb saw a tremendous need for improvement in ATS programs and put his extensive computer science and programming knowledge to use. As founder and CEO of BrightMove, he is forever enhancing and building upon his products and services to deliver the best possible solutions to his customers.



Michael Beygelman

CEO

Claro Workforce Analytics



Ray Bixler

President and CEO

SkillSurvey Inc.



Colin Day

Founder and Chairman

iCIMS



Kurt Heikkinen

CEO

Modern Hire



Leighanne Levensaler

Chief Marketing Officer and Executive  
Vice President of Corporate Strategy

Workday Inc.



Chris Michalak

CEO

Alight Solutions LLC



Kathryn Minshew

Founder and CEO

The Muse



Jennifer Morgan

Co-CEO

SAP



## PROVIDERS

### TECHNOLOGY



David Ossip

Chairman and CEO

Ceridian HCM Inc.



Carlos Rodriguez

President and CEO

ADP LLC



Shelly Singh

Co-founder and Chief Business Officer

PeopleStrong



Peter Wiedemann

General Manager of Talent Acquisition

Saba Software