

# FACES OF THE FUTURE

The 2020 *HRO Today* HR Superstars are fearlessly leading their organizations through a new and uncertain world.

By The Editors

The coronavirus has dramatically reshaped the economy and business world, driving significant disruption in the technology space and fundamentally transforming the way work gets done. In this climate, HR leaders have taken center stage, leading their workforces through the pandemic with an eye for employee well-being, connectivity, and agility. HR has stepped up like never before, claiming a key seat at the table as their organizations navigate an uncertain future.

That is why we are especially proud to present this year's HR Superstars—top industry leaders who are redefining the role of HR and making lemonade out of life's most sour lemons. This year has presented challenges for employers and employees alike, but the HR leaders listed within these pages have tackled each obstacle to emerge even stronger and more innovative than before.

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.

## PRACTITIONERS



**Garner Crowder**  
**Senior Director of Talent Acquisition**  
**McKesson Corporation**

Garner Crowder is a senior director of talent acquisition at McKesson Corporation, the leading healthcare company for wholesale medical supplies and equipment, pharmaceutical distribution, and healthcare technology solutions. Under her leadership, the talent acquisition team has demonstrated agility in delivering excellence of service and maintaining speed to hire for critical frontline roles to meet the ever-changing demands of the COVID-19 environment.



**Brandie Dawson**  
**Director of Talent Acquisition**  
**Valvoline Inc.**

Brandie Dawson was named director of talent acquisition (TA) at Valvoline effective October 2020 and is leading the progression of the organization's recruiting initiatives. She joined Valvoline in April 2017 as the manager of TA for Valvoline's core North America business segment. She assumed additional TA leadership responsibilities of Valvoline's rapidly growing quick lubes business segment, and in October 2019 was named senior manager of talent acquisition. Prior to joining Valvoline, she held talent acquisition leadership positions at Saks Fifth Avenue for six years and Adecco for 11 years. Brandie is active in the Lexington community, working with Big Brother Big Sisters of the Bluegrass, Habitat for Humanity, and mentoring college students to success. A Kentucky native, Brandie holds a bachelor's degree in business administration from Eastern Kentucky University.



**Kristin Gwinner**  
**Executive Vice President and Chief HR Officer**  
**Chico's FAS Inc.**

Kristin Gwinner is a global human resources leader with experience in diverse industries including Fortune 250 companies. She excels at aligning top performing talent with organizational needs and corporate thesis to drive financial performance. Her breadth of experience spans traditional HR competencies as well as key operational functions. She is sought after as a subject matter expert and is respected for her authentic communications, outside the box thinking, and servant leadership style.

## PRACTITIONERS


**Stacey Martin**  
**Chief HR Officer**  
**Omnitracs**

Stacey Martin is responsible for the growth and development of a solidified organizational culture that encourages the empowerment and engagement of all employees at Omnitracs. With over 25 years of experience and leadership within dynamic technology organizations, she guides a team of HR professionals in creating opportunities that will holistically advance and strengthen the overall Omnitracs workforce.


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

Jennifer F. Terry serves as executive vice president and chief human resources officer at The Bancorp's Wilmington, DE headquarters. Jennifer has played an essential role in developing the strategic plan for all HR functions. She has focused on implementing automation in all aspects of HR to ensure a superior employee and candidate experience. Her HR technology, employee benefits, workforce planning, talent management, and succession planning have set the company's HR strategic direction to increase overall operational efficiency and effectiveness.


**Molly Thiel**  
**Executive Vice President and Chief HR Officer**  
**Cielo**

Molly Thiel is executive vice president and chief human resources officer for Cielo, the world's leading strategic recruitment process outsourcing (RPO) partner. She oversees talent acquisition, talent management, learning and development, HR operations, and corporate communications for Cielo globally. Her strategic and progressive leadership style has enabled business growth, increased employee engagement, and elevated Cielo's commitment to diversity, equity, and inclusion.



## PRACTITIONERS



Ginny Angilello

Senior Vice President and Chief HR Officer

Covanta Holding Corp.



Steven Antonoff

Vice President of HR

CalPortland



Katy Avila

Vice President of HR

Worldwide Express



Brian Bules

Global Head of Workforce Innovations,  
Solutions, and Operations

GSK



Abby Burchard

Compensation Consultant

Lockton Companies



Jose Carbia

Vice President of Global Talent Acquisition

Change Healthcare



Mario Carmona

Director of Employee Benefits

Socorro Independent School District



Manoj Chaudhary

Assistant Vice President

Edelweiss Financial Services Ltd.



Mandy Clark

Chief HR Officer

Sierra Nevada Corp.



Dana Coonce

Executive Vice President of Talent and Performance

Medical Solutions



Andrea Cooper

Director of Talent Management

CUNA Mutual Group



Eric DeKenipp

Director of Talent

gategroup



Kim DiBello-Heintz

Executive Vice President and Chief HR Officer

Clear Channel Outdoor LLC



Valerie Egan

Senior Director of Learning and Development

Girl Scouts of the USA

## PRACTITIONERS



Steve Eller

Vice President and Chief HR Officer

Beacon Health System



Maureen Febo

Senior Director of Talent Acquisition

Aetna, a CVS Health Company



Mike Fenlon

Chief People Officer

PwC



Cindy Fiedelman

Chief HR Officer

Digital Realty



Lisa Foust

Chief People and Engagement Officer

John Muir Health



Roger Gaston

Senior Vice President of HR

Gates Corp.



Courtney Graham

Chief People Officer

Four Winds Interactive



Ronita Griffin

Vice President of Global Talent Acquisition

Thermo Fisher Scientific



Tammy Heller

Senior Vice President and Chief HR Officer

Perspecta



Kevin M. Horan

Chief Corporate Soul Officer

JSX



Fred Howell

Head of Talent Acquisition

Ingalls Shipbuilding, a division of  
Huntington Ingalls Industries Inc.

Sarah Hunter

Compensation Consultant

naviHealth Inc.



Larry Indovina

Chief People Officer

Top Hat



Kevin Johnson

Senior Vice President of HR

Envigo

## PRACTITIONERS



Kim Jones

HR Director

Toshiba America Business Solutions Inc.



Debbie Kemp

Chief People Officer

MediaCom



Amber Kennelly

Chief HR Officer

HUB International Ltd.



Dave Kozel

Executive Vice President and Chief HR Officer

PVH Corp.



Jeffrey Lackey

Vice President of Talent Acquisition

CVS Health



Andrea Lampert

Vice President of People

Perficient Inc.



Max Langenkamp

Vice President of HR

Cintas Corp.



Dianna Long

Senior Director of Talent Acquisition Operations

CVS Health



Jenn Longbine

Director of Talent Acquisition and Experience

Khoros LLC



Laurent Longin

HR Leader

Duke Energy Corp.



Chatelle Lynch

Senior Vice President and Chief People Officer

McAfee LLC



Melkeya McDuffie

Chief HR Officer

Wallace Foundation



Rachel Merry

Vice President and Global Head of HR Business Partnering

Pontoon Solutions



Priscilla Messir

Chief HR Officer

RGIS LLC

## PRACTITIONERS



Terilyn Juarez Monroe

Chief People Officer and Senior Vice President  
of People and Places

Varian Medical Systems Inc.



Mary Mosqueda

Senior Vice President and Leader of the Compensation and  
Total Rewards Practice

Lockton Companies



Jason Munoz

Global Director and Head of Global Talent Acquisition  
and Employee Experience

Weatherford



Linda Nedelcoff

Executive Vice President and Chief Corporate Strategy, HR,  
and Employee Communications Officer

CUNA Mutual Group



Carl Peers

Senior Vice President of HR

OneBlood



Daniel Phelps

Vice President of Global Talent Acquisition  
and People Analytics

Genesys



Barbara Polk

Chief HR Officer

The John F. Kennedy Center for the  
Performing Arts



Dana Rapier

Senior Vice President and Chief HR Officer

Jackson National Life Insurance  
Company



Marie Sandler

HR Director

DDC Outsourcing Solutions



Darcee Scavone

Director of Talent, Culture, and Philanthropy

Lineage Logistics Holding LLC



Jeff Sebree

General Director of Talent Acquisition

Union Pacific Railroad



Corey Shaw

Assistant Vice President of Talent Acquisition

Canada Life



Camille Shrouder-Henry

Director of North American Talent Acquisition and  
Candidate Experience

Fleet Complete

## PRACTITIONERS



Nora Sievers

Vice President of Global Talent Acquisition, Mobility, and Immigration

UnitedHealth Group



Rebecca Sinclair

Chief People and Communications Officer

American Tire Distributors Inc.



Maria Smedley

Vice President of HR and Corporate Strategy

Arkansas Electric Cooperative Corp.



Alex Smith

Chief HR Officer

City of Memphis



Venus Soundararajan

Corporate HR

BOB Financial Solutions Ltd.



Cathy Spencer

Senior Vice President and Head of Human Capital

AllianceBernstein



Nikki Sumpter

Senior Vice President and Chief HR Officer

Atlantic Health System



Valerie Utsey

Vice President and Chief HR Officer

T-Rex Solutions LLC



Stacy Van Meter

Vice President of Talent Acquisition and Employment Brand

Deluxe Corp.



Sean Vanderelzen

Chief HR Officer

Lineage Logistics Holding LLC



Durell Vieau

Director of HR and Global Leadership

Lhoist



Jill Geimer Vurnakes

Managing Director and Head of HR

Ecentria Group Inc.



Sue Wall

Vice President of HR

Chapters Health System



Ian Watkins

Executive Vice President and Chief HR Officer

Mallinckrodt Pharmaceuticals



# PRACTITIONERS



Jacqueline Welch

Senior Vice President, Chief HR Officer, and  
Chief Diversity Officer

Freddie Mac



Michael E. Yonker

Executive Vice President and Chief HR Officer

Marriott Vacations Worldwide Corp.



Ohad Zaslavsky

Vice President of HR and Global Talent Acquisition

Intel Corp.