

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.

PROVIDERS



TALENT ACQUISITION



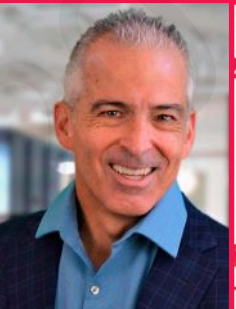
Jennifer Knippenberg Senior Vice President AMN Healthcare

As senior vice president, Jennifer Knippenberg leads the outsourced solutions practice's strategic vision, operations, and business development strategy. Responsible for client delivery, she works to ensure AMN outsourced solutions provides best-in-class customer service, innovation, and thought leadership. Jennifer has over 21 years of experience in talent acquisition, 17 years of outsourced solutions experience, and eight years of experience designing and implementing total talent/integrated solutions.



Pam Verhoff President Advanced RPO

As 2020 was a year like no other, Advanced RPO, led by Pam Verhoff, shifted its growth strategy to support essential businesses' need to immediately scale amid a global pandemic. Simultaneously, she and her team strategized with existing client HR leadership to develop hiring practices that were COVID-compliant while still enabling business needs. As president of Advanced RPO, Pam leads all aspects of strategic planning, revenue generation, client delivery, financial management, and compliance. Her passion is building high performance teams while creating a values-driven culture through exceptional employee engagement. She empowers her team to think differently and inspires them to elevate each other and ultimately make a difference every day!



Ron Walters Chief Revenue Officer and Senior Managing Partner endevis LLC

Ron Walters is the chief revenue officer and senior managing partner at endevis, specializing in recruitment process outsourcing (RPO). At endevis, Ron is part of the executive leadership team where he assists in driving strategic initiatives throughout all of endevis' business solution groups. Ron has been worked in the outsourced recruiting industry for 25-plus years.

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TALENT ACQUISITION



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 managed services, outsourced solutions, strategic accounts, and client marketing teams.



Yates Baker

Vice President of Client Solutions

Sevenstep



Lee Baldwin

Senior Vice President; Global Head of Financial Services;
 and Head of LATAM, APAC, and North America Mid-Markets

Pontoon Solutions



Patrick Beharelle

Director and CEO

TrueBlue Inc.



Rebecca Bowser

Senior Manager of Client Services

Sevenstep



Jim Burke

CEO

Workforce Logiq



Ryan Carfley

President and CEO

Personify



Peter Carvalho

President

AIISTEM Connections, an
 ActOneGroup Company



Jerry Collier

Managing Director of Product Innovation

Alexander Mann Solutions



Courtney Cook

Vice President of Strategic Development, Global RPO

Korn Ferry



Wendy DiMartino

Vice President of Client Services

Korn Ferry

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TALENT ACQUISITION



Curtis Grajeda

Founder and Managing Partner

LevelUP HCS



Stacie Habegger

Chief Sales Officer

ActOne Group



Rebecca Henderson

CEO of Global Businesses

Randstad



Vanessa Janus

Vice President of Enterprise Solutions Sales

Yoh, a Day & Zimmermann Company



Marisa Kacary

Managing Director of Brand, Marketing, and Communications

Alexander Mann Solutions



Pat Klamann-Rock

Vice President of Talent Solutions

Randstad Sourceright



Cory Kruse

President

Orion Talent



Brannon Lacey

President

PeopleScout, a TrueBlue Company



Darren Lancaster

CEO of Americas and EMEA

Hudson Global Inc.



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 Professional Search, RPO, and Products

Korn Ferry



Taryn Owen

President

PeopleReady, a TrueBlue Company

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TALENT ACQUISITION



Kimberly Pope

Chief Operating Officer

WilsonHCG



Matthew Rodger

Chief Commercial Officer

Alexander Mann Solutions



Carl Schweihs

President

PeopleManagement, a Division of TrueBlue



Tina Tromiczak

Senior Vice President of National Account Services, RPO

ADP Inc.



John Wilson

CEO

WilsonHCG



Kristen Wright

Executive Vice President and Chief Marketing Officer

Cielo

RELOCATION



Anthony Horton
CEO
Corporate Relocation International (CRI)

Anthony Horton joined CRI in 2020 with the strategic objective of building on the company's history of delivering unparalleled service to its clients and their employees. Considered a thought leader in the HCM space, he is bringing innovative new ideas to the mobility industry and leading a digital transformation towards a hybrid approach that keeps the human touch as a core element of technology. Through people-centered leadership, digital communications, and focus on the employee experience, Anthony asserts that "CRI is well-positioned to be the best known and most trusted brand in relocation."



Bill Graebel

CEO

Graebel Companies Inc.



Katherine Holman

CEO

Xonex Relocation LLC

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RELOCATION



Steven John

President and CEO

HomeServices Relocation



Barry Morris

President and CEO

Capital Relocation Services (CapRelo)



Bill Mulholland

Director

American Relocation Connections
(ARC Relocation)

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.


Jeff Cates
CEO
Achievers

Jeff Cates serves as CEO and President of Achievers, an industry-leading employee voice and recognition solution that accelerates a culture of performance. Jeff's passion for creating environments where employees can do the best work of their lives has helped Achievers receive multiple employer awards: Top 50 Best Workplaces™ in Canada, Best Workplaces™ for Women, and Best Workplaces™ for Inclusion.


Tatiana Frierson
CEO
Inspiris, a Sodexo Group Company

Tatiana Frierson serves as chief executive officer of Inspiris and Sodexo Benefits and Rewards Services, USA. She has over 25 years of global progressive management experience for market-leading companies in diverse industries, delivering innovation, operating efficiencies, and superior customer satisfaction. Tatiana obtained an MBA from Texas Christian University and a Bachelor of Science in Geology from The University of Texas at Austin.

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RECOGNITION & EMPLOYEE ENGAGEMENT



David Petersen
President and CEO
O.C. Tanner Company

Dave Petersen is a workplace culture pioneer with more than 35 years in the industry. His leadership has kept O.C. Tanner at the forefront of HR technology and research, year after year, with industry-defining innovations like Culture Cloud and the annual *Global Culture Report*. Dedicated to the power of appreciation, Dave is on a mission to help everyone, everywhere, thrive at work.



Eric Mosley
Co-Founder and CEO
Workhuman

Eric Mosley is an HR visionary and acclaimed author of "Making Work Human." As CEO and co-founder of Workhuman, Eric guides organizations worldwide on how to create more human-centric workplaces that leverage the way people work today, focusing on employee development, social connections, and organizational communities and teams. He is leading the charge to dismantle old HR processes and challenge organizations to build new ways to connect the modern workforce.



Jim Barnett

Co-Founder, Chairman, and CEO

Glint Inc.



Greg Harris

CEO

Quantum Workplace Inc.



Tony Jaros

CEO

CultureIQ



Phil Stewart

CEO

Engage2Excel Inc.

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SCREENING



Brian D. Chapman

Director and CEO

MBI Worldwide



Brandon G. Phillips

Founder, President, and CEO

Global HR Research (GHRR)



Lester Rosen

Attorney at Law, Founder, and CEO

Employment Screening Resources (ESR)

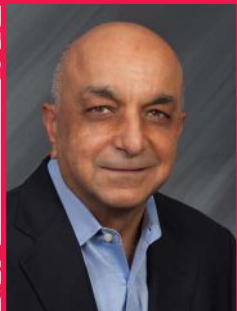


Scott Staples

CEO

First Advantage

TECHNOLOGY



Sanjiv Anand **President and CEO** **bswift, a CVS Health Company**

As President and CEO of bswift, Sanjiv Anand is responsible for setting business strategy, driving growth, and ensuring alignment of all business operations. Under his leadership, bswift is transforming the benefits experience for 65,000 employers and 14.5 million employees through adaptive technology and compassionate service. Sanjiv is a respected expert in benefits administration with a proven track record of leading high growth companies. Prior to bswift, he served in several executive leadership positions at Xerox, Continuum, ExcellerateHRO, and Hewitt. Sanjiv has a master of business administration from Northwestern University and a bachelor of technology in chemical engineering from Indian Institute of Technology.



Ray Bixler **President and CEO** **SkillSurvey Inc.**

Ray Bixler is president and CEO of SkillSurvey, a cloud-based technology that helps organizations hire, engage, and retain great talent. Its solutions help employers speed hiring and use science-driven insights to make the best talent decisions. Ray is a recognized thought leader in the world of hiring, HR technology, and talent assessments with over 25 years of executive experience. He has consulted with hundreds of small, midsize, and Fortune 500 businesses to develop better hiring, development, performance management, and succession planning strategies.

PROVIDERS



TECHNOLOGY



Aron Ain

Chairman and CEO

UKG Inc.



Michael Beygelman

CEO

Claro Workforce Analytics



Christian Klein

CEO and Board Member

SAP SE



Leighanne Levensaler

Executive Vice President of Corporate Strategy and
Co-Head of Workday Ventures

Workday Inc.



Kathryn Minshew

Founder and CEO

The Muse



David Ossip

Chairman and CEO

Ceridian HCM Inc.



Carlos Rodriguez

President and CEO

ADP Inc.



Phil Saunders

CEO

Cornerstone OnDemand



Stephan Scholl

CEO

Alight Solutions LLC



David Webb

CEO

BrightMove Inc.