

Sparkling Innovation

Industry leaders are honored for their transformative work
in HR with our annual awards.

By The Editors

HR leaders have spent the last two years solidifying their reputations as innovative problem solvers and resourceful strategists. With the pandemic's dust settling, HR is being regarded as the backbone of many organizations, as executives skillfully acquired, equipped, comforted, and directed their workforces amid the unknown. Now walking in the blueprint of what their diligence helped to manifest, these leaders are ushering in a new age of work that will make their companies sharper and more prepared than ever before. HR professionals made it possible for businesses to navigate the pandemic and shape the modern world of work.

With that, we present this year's HR Superstars—top industry leaders redefining what it means to be an executive who effortlessly exhibits agility and efficiency. We are recognizing three categories of leadership:

- providers;
- practitioners; and
- consultants/advisors/analysts/academics/investors/thought leaders.

Each of these roles has a significant impact on the workplace. Superstars were nominated externally through an online tool and by the *HRO Today* staff.

PRACTITIONERS



David Cook, Jr.
SVP HR and Chief People Officer
TriHealth, Inc.

David Cook is the SVP and Chief People Officer for TriHealth, where he is focused on the company's most important asset, its workforce. He has experience in a variety of industries, including Fortune 250 and non-profit sectors, where his work has been consistently acknowledged as a highly effective, results-oriented leader, mentor and value-added business partner whose contributions extended far beyond the normal expectations of HR leaders. His work experience is complemented by an MBA in HR Management.



Lisa Esparza
SVP, HR NA
EssilorLuxottica

Lisa Esparza is a talented HR expert who brings a special skill for creating partnerships with senior leaders in an organization. As an astute business partner, she is able to quickly understand how to convert business needs into transformational strategic initiatives that move organizations forward. She has a history of demonstrated success in developing and leading human capital strategies that deliver and promote engagement, innovation, people productivity, organizational efficiency, and cost effectiveness, and brings tested strength in business operating models, restructuring and change management. As an HR leader and talent manager, she has been instrumental in developing strong leaders across several prominent organizations.



Karen Feeney
Vice President of Talent Acquisition and Development
KenCrest

Karen Feeney has been promoted to Vice President of Talent Acquisition and Development at KenCrest, a leading human services provider. She joined the agency's executive leadership team in December 2020 overseeing organizational development after a decade of progressive HR operational leadership work with Children's Hospital of Philadelphia and then with Sterling, a global background and identity services provider. Since her arrival at KenCrest she has played a pivotal role in improving and diversifying the organization's training offerings and compliance rate, as well as driving KenCrest's solutions to certify its direct care workforce, and ultimately lessen the impact of the DSP crisis. She has over 20 years of supporting organizations and individuals in human resources and talent management.

PRACTITIONERS



Bob Hanley
Senior Vice President and Chief Human Resources Officer
University of Chicago Medicine

Bob Hanley is Senior Vice President and Chief Human Resources Officer for The University of Chicago Medicine. As a member of UCM's executive team, Bob is responsible for all aspects of human resources including attracting and developing the best talent and building a culture of engagement. Bob brings a broad HR perspective and operational focus to his work. He has collaborated with business unit management, transaction leaders, finance and control representatives, and legal representatives while successfully leading in-depth HR due diligence and integration facets of the acquisition process. With more than 40 years in human resources, Bob is adept at identifying risks and quantifying synergies to be gained in areas of HR infrastructure while ensuring the vision set forth and the value promised to an organization's stakeholders is realized. Bob earned a bachelor's degree in English from Le Moyne College and a master's in Business Administration from Adelphi University.



Deb LaMere
Chief Human Resources Officer
Datasite®

Deb LaMere is Chief Human Resources Officer at Datasite®, a leading SaaS technology provider for the M&A industry. As CHRO, Deb is responsible for all aspects of the firm's human resources strategy, including talent management, leadership development, and compensation and benefits. She works closely with leadership around the globe to build a culture that attracts, retains, and develops top talent, leading the implementation of programs and policies that provide all Datasite employees with equitable opportunities to grow and thrive.



Erika Lance
Chief Human Resources Officer
KnowBe4

With more than 25 years of experience, Erika Lance is truly a distinguished leader in the human resources field. Currently, Erika is the Chief Human Resources Officer at KnowBe4, the world's largest integrated platform for security awareness training and simulated phishing. Here, she ensures KnowBe4 continues to run properly while maintaining a unique and fun company culture. Under her leadership, the people operations team has grown from just 10 team members to over 70 team members in 11 countries across 6 continents. Erika is most well known for her radical transparency and her people-centric approach to human resources.

PRACTITIONERS



Cecilia McKenney
Senior Vice President and Chief Human Resources Officer
Quest Diagnostics

As the CHRO for the world's leading provider of diagnostic services, Cecilia is responsible for championing Quest's goal of creating an inspiring workplace for its 50,000 employees. She owns the HR strategy including Inclusion and Diversity, ESG and the Quest Foundation. Quest HR has supported its employees throughout the pandemic, enabling them to respond to the nation's critical testing needs and delivering results for more than 63 million COVID-19 tests. Cecilia is a passionate champion of workplace DEI and co-sponsors Quest's Pride network.



Shelly Aguillard

Vice President, Human Resources

CHRISTUS Health



Jessica Alexander

Director of Talent Acquisition

Cascade Environmental



Kari Alger

Senior Talent Acquisition Partner, Sales

Sumo Logic



Ginny Angilello

Senior Vice President, Chief Human Resources Officer

Covanta



Steve Antonoff

Vice President, Human Resources

CalPortland



Jessica Artz

Executive Vice President, Human Resources

GTL



Jennifer Balliet

Vice President, Chief Culture Officer

NeoGenomics Laboratories, Inc



Darren Bartholomew

Head of HR Planning and Info Systems UK

Leonardo



Naveen Bhateja

Executive Vice President, Chief People Officer

Medidata Solutions



Kipp Birtwistle

Head of Talent Acquisition

Caliber

PRACTITIONERS



Gwyneth Bonasoro

Senior Director, Global Talent Acquisition

Carrier



Carmen Canales

Senior Vice President, Chief People Officer

Novant Health



Jose Carbia

Vice President, Global Talent Acquisition

Change Healthcare



Vicki Cansler

Senior Vice President, Chief HR Officer

Piedmont Healthcare System



Justyna Ciura

People Director, Head of People and Culture

IAG GBS



Dana Coonce

Chief Human Resources Officer

Medical Solutions



Rob Daugherty

Vice President of Talent Acquisition

Lowe's Companies



Kim DiBello-Heintz

Executive Vice President, Chief HR Officer

Clear Channel Outdoor



Jenna Dobbins

Global Head of Human Resources

Pontoon Solutions



Steven Eller

Vice President, Chief Human Resources Officer

Beacon Health System



Maureen Febo

Senior Director, Talent Acquisition

Aetna



David Feldman

Vice President, Talent Acquisition

Emerson



Loran Fredric

Partner and Director, Venture Talent and Recruiting

BCG Digital Ventures

PRACTITIONERS



Kathy Gentilozzi

Chief People Officer

Planet Fitness



Jamie Getgood

Chief People Officer

Staffing Venture Capital



Meagan Good

Senior Talent Management and Inclusion Manager

D2L



Julie Harding

Vice President, People Operations

Veritone



Zoë Harte

Chief People Officer

Upwork



Cathy Henesey

Vice President Talent Acquisition

AdventHealth



Karlian Hildevert

Associate Vice President, Talent Acquisition

Pep Boys



Jennifer Honsinger

Senior Manager, People Operations and Systems

D2L



Andrea Hough

Head of Talent Acquisition

PNC



Alexandra Jewell

Vice President, People and Culture

Nisum



Barbara Jobs

Chief Human Resources Officer,
US Marketing Services

Publicis Groupe



Crystal Jones

Head of Talent Acquisition, Americas

John Deere



Mari Kemp

Senior Vice President, Human Resources

Ease



Aimee Kennedy

Senior Vice President, Human Resources

Battelle

PRACTITIONERS

HRO
TODAY2021
Superstars

Jeff Lackey

Vice President, Talent Acquisition

CVS Health



Eric Lane

Chief Human Resources Officer

PE GI Solutions



Max Langenkamp

Chief Diversity and Inclusion Officer and Senior Vice President,
Human Resources

Cintas Corporation



Grace Lee

Senior Vice President, Chief Human Resources Officer

Lumentum



Bill Malcolm

Talent Acquisition Strategy and Business Initiatives Leader

Sevita



Melkeya McDuffie

Chief Human Resources Officer

The Wallace Foundation



Matthew McElrath

Chief Human Resources Officer

Keck Medicine of USC



Ane McNeil

Senior Vice President, Chief Human Resources Officer

Trinity Health National Service Area
(FL, GA, MI)

Kristine Meade

Executive Vice President, Chief Human Resources Officer

North American Partners in
Anesthesia

Jeff Meyer

Director, Talent Acquisition

UnitedHealth Group



Monica Miles

Chief Diversity, Equity, and Inclusion Officer

Physician Assistant Education
Association

Todd Miller

Vice President, Organizational Capability

Coca Cola Bottling Co. Consolidated

PRACTITIONERS



Rebecca Mohiuddin

Chief Human Resources Officer

Central Ohio Primary Care



Linda Nedelcoff

Executive Vice President, Chief Corporate Strategy,
Human Resources, and Employee Communications

CUNA Mutual Group



Denise Nichols

Senior Vice President, Head of Human Resources,
Retirement and Employee Benefits

Voya Financial



Janet Nix

Chief Organizational Development Officer

IEHP



Kathleen Pai

Chief People Officer

N-able



Joseph Palacio

Vice President of People and Strategy

Würk



Kathie Patterson

Chief Human Resources Officer

Ally Financial Services



Kelly Patterson

Head of Corporate Human Resources, Americas
Executive Director

Nomura



Carl Peers

Senior Vice President of Human Resources

OneBlood



Aida Rosa

Chief Human Resources Officer

San Diego Zoo Wildlife Alliance



Bet Rosa

Chief Human Resources Officer

VNA Health Group



Zachary Sams

Executive Director, TA Operations

ManTech



Rodney Scaife

Executive Vice President, Chief People Officer

Cystic Fibrosis Foundation

PRACTITIONERS



Kevan Skelton

Chief Human Resources Officer

Reed Smith, LLP



Nandini Shetty

Recruitment Manager

Amazon



Heather Sprague

Chief People Officer

Adena Health System



Shally Steckerl

Vice President, Talent Strategy and Sourcing Innovation

Aspirant



Maura Stevenson

Chief Human Resources Officer

MedVet



Susi Takeuchi

Chief Human Resources Officer

UCLA Health



Jennifer F. Terry

Executive Vice President, Chief Human Resources Officer

The Bancorp



Deborah Thomas

Chief People Officer, Senior Vice President

Somos, Inc.



Brannigan Thompson

Senior Vice President, Corporate and Organizational Development

Voya Financial



Katy Uhl

Chief Human Resources Officer

Cherry Creek Mortgage Co.



Denise Williams

Executive Vice President, Chief HR Officer

FIS