

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.

PROVIDERS



TALENT ACQUISITION



Kevin Akeroyd
CEO
PRO Unlimited

Kevin Akeroyd serves as PRO Unlimited's Chief Executive Officer and leads the vision and strategy for the company. Kevin has held executive leadership roles at some of the world's most notable brands that were category leaders in cloud software, services, and data. Prior to PRO, Kevin served as global CEO at an industry leading SaaS marketing and communications software provider, where he took the company public on the NYSE before selling it for \$2.8 billion.



Janice Bryant Howroyd
Founder and CEO
ActOne Group

Janice Bryant Howroyd, affectionately known as JBH, is the founder and CEO of the ActOne Group, a global provider of employment, workforce management and procurement solutions to a wide range of industries. The ActOne Group is the largest privately held, woman- and minority-owned workforce management company in the world, operating in more than 30 countries with 17,000-plus clients and 2,600 employees.



Ryan Carfley
CEO
Personify

Ryan Carfley is the CEO of Personify, a leader in recruitment process outsourcing (RPO). Through Ryan's vision, Personify transitioned from a traditional search agency to a digitally-enabled global provider of RPO solutions operating in 22 countries. Ryan was recognized as a regional entrepreneur of the year by Ernst & Young and under his leadership, Personify was named to the Inc. 5000 list of fastest-growing privately held companies, *HRO Today's* Baker's Dozen RPO providers list between 2017 and 2021, and the Triangle Business Journal's "Best Places to Work" list six of the last seven years.



Peter Carvalho
President
AIISTEM Connections and All's Well Healthcare Staffing

Peter Carvalho is the President of two ActOne Group divisions, AIISTEM Connections and All's Well Healthcare Staffing. He joined the organization in 2006 as President of AgileOne, the ActOne Group's flagship workforce solutions vertical. During this tenure, he's used his versatile skill set and industry experience to develop multiple ActOne Group brands into award-winning leaders in the workforce and staffing industries.

PROVIDERS



TALENT ACQUISITION



Darren Findley
President, Recruitment Solutions
Engage2Excel

As President of Engage2Excel Recruitment Solutions and an RPO expert with experience built over more than three decades, Darren Findley has the strategic vision and thought leadership necessary to effectively help clients navigate the recent and unprecedented talent acquisition landscape. With an analytical, data-driven approach to the labor market, he keeps a finger on the pulse of employment and brings keen insight to staff planning and recruitment strategy. As a co-creator of Engage2Excel's Conversation Series, a live webinar developed to engage and support clients, organizations and industry professionals throughout the ongoing pandemic, Darren has actively educated audiences through data-centric presentations including Prepare for Impact: The Hiring Tsunami is Coming and conversations including, What's Causing Today's Acute Labor Supply Gaps. His ability to partner with clients and deliver a cleared-eye market view while also building strategic solutions help build success.



Lynne Marie Finn
President and CEO
Broadleaf

President and CEO Lynne Marie Finn has positioned Broadleaf as an award-winning provider of total talent solutions (MSP, RPO, EOR, SOW). Broadleaf's consultative approach delivers an A+ experience to all constituents: clients, employees, candidates, and suppliers. Broadleaf is a certified WBE and Lynne is a longtime advocate of advancing women in business, serving on boards of national women's organizations. She also serves on the Federal Reserve Bank of New York advisory board and the Forbes Human Resources Council.



Norma Gillespie
Chief Executive Officer
Resource Solutions

As CEO of Resource Solutions, Norma executes the recruitment outsourcing specialist's strategy and vision, while working with a global leadership team to deliver world-class client services and responsible growth. Norma joined the Robert Walters Group, Resource Solutions' parent organization, in 2007. She rose rapidly through the business, holding global and regional roles across sales, operational and delivery teams for new and existing clients. In total, Norma has over 20 years' experience in recruitment, the majority focused on Recruitment Process Outsourcing (RPO) and Managed Service Provider (MSP) solutions. In both 2020 and 2021, Norma was named on the Staffing Industry Analyst (SIA) 'Global Power 150 - women in staffing list', among a cohort of women leading the way and pushing boundaries in the recruitment industry.



Stacie Habegger
Chief Sales Officer
The ActOne Group

Stacie Habegger is the Chief Sales Officer for The ActOne Group, placing central focus on the acquisition, growth, and development of enterprise accounts for AppleOne, AllSTEM Connections, AllSourcePPS, All's Well and AgileOne. Habegger has been a primary contributor to the development of multiple product lines, key compliance initiatives and post-pandemic recruiting strategies and is key to the organization's exponential growth.

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TALENT ACQUISITION



Olly Harris
Global Managing Director
Page Outsourcing

Olly is one of the industry's most prominent, inspirational thought-leaders, with over a decade of experience and a successful, global track-record, across more than 60 countries. His wealth of knowledge and the ability to build customer-centric outsourcing solutions enable organizations to uncover the right talent by building cost-effective acquisition strategies, accelerating their growth and ensuring they have the talent they need, when needed.



Sarah Palmer
RPO Division President and Executive Vice President of Marketing
Hueman People Solutions

Sarah Palmer is the RPO Division President and Executive Vice President of Marketing at Hueman People Solutions. In 2016, Sarah helped to successfully transition Hueman from its previous parent company, PPR Travel Nursing, and was responsible for Hueman's brand development. She was elevated to the role of RPO Division President in early 2019. Since that time, Sarah has been instrumental in influencing operational models and streamlining processes within RPO that have allowed Hueman to grow RPO 59% in the last year, with more than 200 recruiters now dedicated to this division (a 102% increase). Sarah has spent most of her 14 years of professional experience in recruiting, working as both the leader of recruitment marketing for Adecco Group North America and now as the RPO leader for Hueman. Sarah lives in Jacksonville Beach, Florida with her husband and two girls. She is originally from Louisiana and earned a bachelor's in Marketing and Mass Communications from Louisiana State University.



Kelly Rakowski
Group President & COO, Strategic Talent Solutions
AMN Healthcare

Kelly leads the enterprise sales and account management, workforce technology solutions, and strategic outsourced and managed solutions for AMN Healthcare. Her experience includes a rich background in healthcare leadership and transformation. With over 27 years of healthcare-related consulting and services experience, she brings expertise in strategy, client service delivery, performance improvement, and cultural excellence. She is the recipient of the 2021 Inclusive Leadership Award from the National Diversity Council.



Andrea Shepherd
Senior Vice President, Recruitment Solutions
Engage2Excel

Senior Vice President Andrea Shepherd is a forward-thinking talent acquisition leader with expertise in RPO strategy and execution, contingent staffing, and onsite and remote delivery models. She brings over 20 years of success in cultivating highly engaged teams of talent acquisition professionals and building candidate generation programs that deliver a higher quality of hire. Andrea's approach to building connections, advocating for employees, nurturing talent and careers, and building processes that center around value, impact and efficiencies have made her an indispensable part of Engage2Excel's mission to create a unique candidate and employee experience throughout the entire career spectrum, from pre-hire to retirement. By balancing employee engagement and development with business demands and profitability, Andrea has created the perfect reflection of our exterior mission internally, while also serving as a skilled strategic business partner to clients.

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TALENT ACQUISITION



Kristin Thomas
Head of US
Resource Solutions

Kristin has more than 20 years' experience in outsourced recruitment. She joins from AMS, where she worked for seven years, most recently as Client Services Managing Director for the US. She managed key client relationships, operations and delivery, as well as the regional Talent Acquisition team, RPO projects and the build-out and implementation of the company's Latin American operations. Prior to joining AMS, Kristin worked for Randstad Sourceright in various roles, including VP of Client Services for the Midwest and Canada, and VP of Operations and shared services.



Justin Tomlin
Senior Vice President, Enterprise Strategic Accounts
AMN Healthcare

Justin has worked for AMN Healthcare for seventeen years, using his extensive workforce expertise to focus on what he calls the "human capital equation." He and his team have built and directed industry-leading managed services engagements and are recognized annually with HRO Today's Baker's Dozen award as a top MSP provider. His clients represent over 2,000 locations and \$3 billion in gross spend under management.



Yates Baker

Vice President, Client Solutions

Sevenstep



Lee Baldwin

Senior Vice President, Global Head, Product, Technology and Operations/Global Head, Mid-Markets

Pontoon Solutions



Patrick Beharelle

Chief Executive Officer

TrueBlue



Rosaleen Blair

Chair

AMS



Courtney Cook

Vice President of Strategic Development, Global RPO

Korn Ferry



Wendy DiMartino

Global Vice President, RPO Client Services

Korn Ferry



Michelle Duong

Senior Search Director

Adecco

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TALENT ACQUISITION



Curtis Grajeda

Founder and Managing Partner

LevelUP HCS



Rebecca Henderson

Chief Executive Officer, Global Businesses and Executive Board Member

Randstad



Pat Klamann-Rock

Vice President, Talent Solutions

Randstad Sourceright US



Jennifer Knippenberg

Chief Recruiting Officer

Kelly



Darren Lancaster

Chief Executive Officer, Americas and EMEA

Hudson RPO



Jeanne MacDonald

President, Global RPO Solutions

Korn Ferry



Sue Marks

Founder and Chief Executive Officer

Cielo



Emmett McGrath

President

Yoh, a Day & Zimmermann Company



Byrne Mulrooney

Chief Executive Officer, Digital, RPO, and Professional Services

Korn Ferry



Taryn Owen

President and Chief Operating Officer

PeopleReady and PeopleScout



Sarah Peiker

Chief Executive Officer

Orion Talent



Kim Pope

Chief Operating Officer

WilsonHCG



Matthew Rodger

Chief Growth and Commercial Officer

AMS

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TALENT ACQUISITION



Carl Schweihs

President

PeopleManagement



Rebecca Shaw

Director, Client Services

Sevenstep



Craig Sweeney

Senior Vice President, Global Strategic Talent Solutions

Wilson HCG



Tina Tromiczak

Senior Vice President, National Account Services, RPO

ADP Inc.



Pam Verhoff

President

Advanced RPO



Mike Wachholz

Chief Executive Officer

Geometrics Results, Inc. (GRI)



Ron Walters

Chief Revenue Officer

endevis



John Wilson

Chief Executive Officer

WilsonHCG



Jerry Wimer

Senior Vice President and General Manager

Staff Management | SMX

RECOGNITION



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.

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RECOGNITION



Tatiana Frierson
CEO
Inspirus, a Sodexo Group Company

Tatiana Frierson serves as chief executive officer of Inspirus 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.



Eric Mosley
CEO
Workhuman

Eric is an HR visionary, author, and the force behind the Workhuman movement. As CEO and co-founder, he is leading the charge to dismantle old HR processes and challenge organizations to build new ways to connect to the modern workforce. Eric has long believed that recognition and positive reinforcement unleash incredible energy in employees and inspire them to do the best work of their lives.



Dave Petersen
President and Chief Executive Officer
O.C. Tanner

Dave arrived at O.C. Tanner without a job interview or an offer, telling them if they weren't pleased after a month's work (without pay), he'd pack his things. Lucky for us, 38 years later he's proven his determination, dedication, and capabilities time and time again—in literally every department of the company. This experience, combined with his MBA in International Management, makes Dave the perfect globally-minded leader for our global company.



Alex Alaminos

Chief Executive Officer

Madison Performance Group



Jeff Gelinas

President

Engage2Excel



Phil Stewart

Chief Executive Officer

Engage2Excel



Judd Weisgal

Senior Vice President, Sales

Madison Performance Group

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RELOCATION



Steven Wester
President and Board Member
Global Mobility Solutions

Steven Wester has over 35 years of leadership experience in the talent management and global workforce mobility industry. He joined Global Mobility Solutions as President in 2004 and through his leadership, the organization has been transformed into a full-service global relocation company that has been recognized as one of the top mobility companies in the industry. GMS has achieved an enviable rate of growth through the delivery of exceptional customer service, client retention, and new client signings.



Katherine Holman

Chief Executive Officer

XONEX Relocation LLC



Anthony Horton

Chief Executive Officer

Corporate Relocation International (CRI)



Steven John

President and Chief Executive Officer

HomeServices Relocation, LLC



Barry Morris

President and Chief Executive Officer

CapRelo



Bill Mulholland

Director

ARC Relocation

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.

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SCREENING



Jim Owens

President and Chief Executive Officer

Cisive



Kevin Olson

Chief Executive Officer and Chairman

Universal Background Screening



Brandon Phillips

Founder, President, and Chief Executive Officer

Global HR Research (GHRR)



Lester Rosen

Attorney at Law, Founder, and Chief Executive Officer

Employment Screening Resources (ESR)



Scott Staples

Chief Executive Officer

First Advantage

EMPLOYMENT ENGAGEMENT



Jim Clifton

Chief Executive Officer and Chairman

Gallup



Didier Elzinga

Chief Executive Officer

Culture Amp



Kimberly Rath

Chairman and Co-founder

Talent Plus



Chad Tonniges

Senior Vice President, Business Development

Perceptyx, Inc.

TECHNOLOGY



Aron Ain

Chairman and Chief Executive Officer

UKG Inc.



Jin Oak Ha

Chief Executive Officer and President

bswift, a CVS Health Company



Michael Beygelman

Chief Executive Officer

Claro Analytics

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TECHNOLOGY



Ray Bixler

President and Chief Executive Officer

SkillSurvey Inc.



Sandy Kaminski

Vice President, Client Development

Vensure Employer Services



Christian Klein

Chief Executive Officer and Executive Board Member

SAP SE



Kathryn Minshew

Founder and Chief Executive Officer

The Muse



David Ossip

Chairman and Chief Executive Officer

Ceridian



Carlos Rodriguez

President and Chief Executive Officer

ADP



Phil Saunders

Chief Executive Officer

Cornerstone OnDemand



Stephan Scholl

Chief Executive Officer

Alight Solutions LLC



Jerome Ternyck

Chief Executive Officer

SmartRecruiters