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2023 North America Region Award Winners

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Awards Section: Leaders in Talent Acquisition

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Best in Class: Candidate Experience

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Best In Class: Candidate Experience North America

RingCentral[®]

- Industry high eNPS score of 70, 94% candidate satisfaction rate.
- 'Project Magellan' – a strategy that blends our technology into the interview process.
- Proactive approach in creating curated experiences and content that connect our candidates.

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Recruitment Team of the Year

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Recruitment Team of the Year - Provider North America



- Talent Advisory team conducts career site diagnostics.
- Revamped training includes interactive docs, standardized processes and procedures, and immersion into culture.
- Global service team members complete 4,000-5,000 candidate calls per day!

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Recruitment Team of the Year - Healthcare - **North America**



- Adopting a "Leave No Candidate Behind" Code.
- Enhancing candidate experience and removing barriers.
- Team offers resume building workshops, career coaching and interview tips.



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Recruitment Team of the Year – Hospitality - **North America**

MARRIOTT
VACATIONS
WORLDWIDE
SM

- Established a Talent Brand aligned with core values and insights into culture for job seekers.
- Sourcing to drive quality candidate flow.
- Cross-Collaboration and sharing information.

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Best in Class: Employee Experience

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Best In Class: Employee Experience – Financial Services - **North America**



- Created a continuous listening strategy.
- Lifecycle surveys, strategic pulse surveys, and manager-associate 1-on-1 meetings.
- HR holds managers accountable to discussing results with their team and building commitments.

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Best In Class: Employee Experience – Healthcare – **North America**

VITAS[®]
Healthcare

- A peer-to-peer recognition program allows employees to celebrate with one another.
- Propagates a culture of positivity and support.
- PTO/Benefit enhancement.

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Member Leadership Award

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Member Leadership Award



Brian Bules
CEO & Founder



Breakthrough Business
Strategies and Solutions

- Serves on the Association's North America Board of Advisors.
- Chairs the Association's Standards and Practices Committee.
- In conjunction with the committee and staff, spearheaded the forthcoming HR Buyer Toolkit benefit.

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Awards Section: Excellence in Human Resources

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HR Excellence Award

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HR Excellence Award – Healthcare North America



Jaclyn Greenberg
Team Leader of Talent
Acquisition



- Implementation of Total Rewards Program.
- Commitment to Gender Equality and Women's Empowerment.
- Commitment to addressing global challenges and promoting sustainable HR practices.

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HR Excellence Award – Higher Education – North America



Mike Sorensen

Chief Collaborator Experience Officer



NIGHTINGALE
EDUCATION GROUP

- Comprehensive and holistic wellness program.
- Shifted team mindset from administrative to strategic with energy and passion.
- HR Transformation to realize true potential.

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HR Excellence Award – Media & Entertainment - **North America**



Chris Alwell
Employee Well-being
Experience Program Manager



- Promotes a healthier, more engaged workforce through well-being initiatives.
- Gains support from decision-makers by using data driven insights and articulating benefits.
- Strong cultural and engagement leadership.

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HR Excellence Award – Biotech North America



Lorenzo Claridy
Vice President, Human
Resources Business Partner



- Evolved TA from a transactional model to a hybrid model with strategic deployment of processes and great results.
- Adopted LEAN methodologies with a focus on customer satisfaction.
- Touching the lives of millions through the great work in hiring that his function delivers.

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HR Excellence Award – Events & Hospitality – North America



Tracey Jenkins
Senior Vice President, Human Resources



- Sodexo Live! received a perfect score on the Disability Equality Index (DEI).
- Many individual programs and ideas instituted as part of the company's greater EVP initiative.
- The team AND the executives trust her instincts and knowledge to bring valuable HR ideas to the table.

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Diversity, Equity & Inclusion (DEI) Excellence

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Diversity, Equity and Inclusion (DEI) Excellence – Practitioner North America



- Community Health Needs Assessment (CHNA) report.
- (MEET) initiative = team building/networking , resulting in improved team cohesion.
- "Creating an Equitable Workforce" training



Diversity, Equity and Inclusion (DEI) Excellence – Provider North America

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- Shadow board to support board members understanding of diverse groups.
- 'Have Your Say' survey twice annually.
- Achieve a metric of 67% diverse hires.



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Awards Section: HR Progress Through Design

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Best In Class: Innovation North America



- Unique approach prioritizes candidate skills over education and work experience.
- Enhanced Skill Insights: Powers enrichment of the talent pool.
- A Skills Analytics Dashboard that displays skill trending and redeployment opportunities.

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Best in Class: HR Technology

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Best In Class: HR Technology – Enterprise - **North America**



- Roadmap has a strong governance model that brings together the right stakeholders.
- Focus on Voice of the Customer (VOC) by creating a Customer Advisory Board.
- Invested more focus on change management in the pre-implementation and implementation.



Best In Class: HR Technology – Mid-Market – North America



- Job Alignment Indicator (JAI): A tool that matches autistic, neurodivergent, and disabled job seekers to suitable roles.
- A 40% increase in applications from candidates with disabilities over a year.
- Optimized Recruitment reduced the mismatch between job locations and candidates by 60%.



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Awards Section: Leading the Way

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HR Leadership Award

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HR Leadership Award – Consumer Goods – North America



Todd Miller

Vice President, Organizational Capability



- Optimizing Talent Acquisition Technology.
- Transparency and the seamless transfer of knowledge.
- Effective communication and highly skilled in change management.

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HR Leadership Award Healthcare/Pharma - **North America**



Maggie Stavriandis
Vice President, Compensation,
Benefits & HRIS



- Designed, developed and implemented critical talent infrastructures.
- Formalized the bonus plan design and funding methodologies.
- Compensation transparency = more highly skilled and motivated employees.

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HR Leadership Award – Financial Services - **North America**



Donna Verdi

Head of Talent and Development,
America, APAC, India

Barclays

- Leadership Development redesign.
- Lead two (90,000 colleague) cultural training deployments.
- Increased training participation by 337%!



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Business Partnership Excellence

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Business Partnership Excellence

North America



- Urgency and shared SLAs for all employees, tied to performance – at both companies.
- ONE focused goal – RESULTS!
- Implemented 48-hour timeline for candidate feedback and weekly action calls for team solutioning.



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HR Team of the Year

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HR Team of the Year - Enterprise North America

SIEMENS
ENERGY

- Created HROS - HR One Solution
- Providing opportunities to utilize a growth mindset to solve problems faced in the organization
- Adaptive - the team is driving the transformation in the business.



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HR Team of the Year – Mid-Market North America



- GNC's new HRIS and payroll software, ADP Lifion, has been herculean in execution.
- Use of predictive AI to provide career pathing from talent review and succession exercises.
- HR empowers themselves with best in-class technology stacks to support their employees.

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HR Team of the Year – Small Market North America

pontoon

- HR team actively seeks to use “learning” to foster change.
- New Learning Portal continues culture of goal setting and purpose driven learning.
- Good employee retention and eNPS are directly related to our culture of learning.

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