

## IACPR Global Conference 2011 Background on Our Speakers

*Tara Amaral*  
*Chief Diversity Officer and VP of Staffing*  
*ADP*

**Tara Amaral** leads ADP's diversity and talent acquisition initiatives. She previously was with Hewitt Associates, where she was General Manager of the Recruiting Outsourcing (RPO) business. In that role, she managed 14 client teams with over 500 associates around the globe, and her teams hired over 40,000 applicants annually. During her time at Hewitt, she revamped the RPO service delivery model and cost structure, developed cross-team operations and established a client metrics infrastructure.

Prior to Hewitt, she spent 19 years at JP Morgan Chase, serving in various leadership roles – including Vice President of Staffing and overseeing global process transformation, technology implementations, benchmarking and best practices adaptation through several mergers. She also focused on global strategy in corporate functions, was Senior Relationship Manager in the firm's Global Investor Services for mutual fund and institutional trust clients and held various line management positions in Chase retail banking.

*Timothy Bartl*  
*Senior Vice President and General Counsel*  
*Center on Executive Compensation*

**Tim Bartl** is Senior Vice President and General Counsel for the Center on Executive Compensation, a Washington, DC-based research and advocacy organization dedicated to providing a reasoned perspective on executive compensation. In that role, he is responsible for overseeing all of the Center's operations. The Center is a division of HR Policy Association, which represents the Chief Human Resource Officers of 270 of the leading companies, and the Center's 60 subscribers are HR Policy members.

He has significant experience in executive compensation policy, and has been active in advocating for clearer disclosure of pay and performance, approaches for addressing incentives and risk, clawbacks and opposition to a mandated say on pay. He is a frequent speaker and writer on executive compensation policy. He is the author of *Executive Compensation in Competitive Markets: The Transformation of Executive Pay and What It Means for Shareholders, Policymakers and the General Public*, a monograph that details the substantial changes in governance and executive compensation that occurred between 2000 and 2005.

Previously, he served as the Assistant General Counsel and Vice President of Corporate Affairs at HR Policy Association, responsible for helping develop and articulate the association's positions on legislative and regulatory changes involving executive compensation taxation, disclosure and governance. He formerly served as Legislative Director and Counsel to former Rep. Steve Gunderson (D-WI).

**Howard Belk**  
*Co-President and CEO, Chief Creative Officer*  
*Siegel+Gale*

**Howard Belk** challenges the Siegel+Gale design teams across the globe to breathe life into brand strategies. He believes that powerful identities bring humanity to brands and generate belief in their essential promise. "Doing this successfully for organizations that operate globally," he notes, "requires supreme simplicity."

A prominent figure in the industry, he has led global branding programs that span virtually every business sector, receiving international recognition and numerous awards. He sees an extraordinary future for organizations operating at the nexus of social changes in health, energy, education, technology and communications. He is frequently quoted by the business press regarding branding and design issues, and speaks at professional conferences on topics that range from brand building's foray into areas like product development, human resources, community service and customer experience, to how smart phones and touch screens are opening new ways for people to interact with brands.

Earlier in his career, he founded a marketing services agency that was acquired by Omnicom, and he also spent time at Interbrand, where he was a Group Director in their headquarters office.

**Louis Bury**  
*Executive Director*  
*Freeborn & Peters*

**Lou Bury** is a member of the firm's executive management team, overseeing all operational activities and responsible for the strategy and operation of marketing, human resources, facilities management, technology and accounting/finance. He works closely with the firm's chairman and its managing partners as well as all administrative group directors.

In 2010, Freeborn & Peters was named by the Great Place to Work® Institute as one of the nation's 50 Best Small and Medium Workplaces, ranking fifteenth among the 25 small companies (under 250 employees) included in the list, and the only law firm.

He began his career in law firm management in 1984 and worked at several well-known Chicago law firms in various management capacities. He is a frequent speaker and writer on the topics of law firm leadership, management and finances.

***Michele Carlin***  
***Senior Vice President, Human Resources***  
***Motorola Solutions***

**Michele Carlin's** worldwide responsibilities include workforce development, organizational effectiveness, benefits and compensation, staffing, global inclusion and diversity. She joined Motorola as Corporate Vice President, Global Rewards, and added human resources shared services shortly after.

Prior to joining Motorola, she was Vice President of Global Compensation, Benefits and HR Technology for the Campbell Soup Company. Previously, she was Vice President of HR Rewards & Operations for TIAA-CREF, Vice President of Compensation & Benefits for Sears, Roebuck and Co. and Senior Vice President of Executive Compensation & Corporate Unit Reporting for Bcom3 Group, Inc.

***Tom Casey***  
***Managing Principal***  
***Discussion Partner Collaborative***

**Tom Casey** is an expert in the development of organizational transformation strategies for rapidly growing multinational or transitioning organizations, consulting in over 20 countries and virtually every economic sector. He focuses on working with companies to conceptualize and execute enterprise strategy, organization design, change management and innovative human capital initiatives; on creating strategically aligned leadership development initiatives; and on developing human capital initiatives around workforce planning, employee engagement, sourcing, globalization, mergers and acquisitions.

Before founding Discussion Partner Collaborative, he was a Senior Vice President with The Concours Group and before that a Principal with the Mellon Financials Human Resources and Investor Solutions division. Previously, he was a Partner in the Human Resource Consultancy of PricewaterhouseCoopers. Prior to joining PwC, he was a Vice President with Arthur D. Little International, where he completed expatriate assignments in Europe and South America. Still earlier, he was a Partner with Harbridge House, Inc.

He has published over 100 articles in such magazines as *CEO Magazine*, *HR Magazine*, *Human Resources Executive* and *Computerworld*. He is the author of two books on human resources practices in Latin America, and his most recent book is *Talent Readiness The*

*Future is Now-Leading a Multi-Generational Workforce.* He is on the Executive Advisory Board of *Harvard Business Review* and the *Human Capital Institute*. He is frequently interviewed about human resource topics and quoted in the media – ranging from ABC Nightline and CNN to *The Wall Street Journal*, *Newsweek* and *The Financial Times*. He has been profiled in *Time Magazine*.

***Jennifer Christie***  
***Chief Diversity Officer and Vice President, Executive Recruitment***  
***American Express Company***

**Jennifer Christie** is responsible for developing American Express's global diversity and inclusion strategy for more than 65,000 employees in 130 markets. Diversity and inclusion are about creating and maintaining an environment that enables American Express to be more inclusive – both internally and externally. She also leads executive level recruitment for all business and staff groups worldwide.

As a leader in the company's efforts to attract, hire, develop and retain diverse talent and to create an engaging global workplace in which all people can succeed, she and her team work closely with senior executives and employees across the company on a wide variety of initiatives. They also provide strategic direction to the company's travel and payment businesses to understand and engage the broadest base of customers worldwide.

Prior to joining American Express, she was a member of the Global Technology and Services practice at a leading executive search firm, conducting numerous executive searches for corporate strategy and government relations roles. Previously, she was a Special Assistant to the President of the United States in the Office of Presidential Personnel responsible for recruiting presidential appointees for management, legal, policy, legislative and external affairs, communications and diversity offices. She was also an associate at Booz Allen Hamilton in their organizational design and change management practice.

***Sean Connelly***  
***Practice Leader, Organizational Research***  
***Towers Watson***

**Sean Connelly**, focuses on organizational insights and surveys, with projects ranging from global employee engagement and culture research to studies on health care, pharmaceutical sales force effectiveness, communication effectiveness and total reward optimization.

He has led many large-scale employee engagement projects, designing and administering research tools that most effectively assess engagement within an unique

client situation, analyzing data and planning and facilitating training sessions to help clients strengthen the drivers of engagement.

He often speaks before industry groups representing employee perspectives on their workplaces, has been on the faculty for Harvard's Forces of Change and regularly presents at the Conference Board.

***Alan Gardner***  
***Vice President, Human Resources***  
***Verizon Wireless***

**Alan Gardner** is responsible for all human resources strategies and programs at Verizon Wireless, including compensation and benefits, employee relations, training and development, staffing, diversity and human resources compliance. Previously, he was Vice President-Total Rewards for Verizon's corporate human resources organization.

He also has held leadership positions in human resources areas such as compensation and benefits, human resources systems, safety and environment, workforce performance, human resources operations, human resources strategy and planning and leadership development.

He began his career in the GTE Information Technology organization and has also held positions with responsibility for sales operations, sales team training, sales territory assignment and sales support.

***Rick Guzzo***  
***Principal and Worldwide Partner***  
***Human Resource Consulting***  
***Mercer***

**Rick Guzzo** helps Mercer's clients enhance their business performance through more effective, fact-based management of human capital. He also works with companies from many industries on a wide range of strategic human capital issues, including the analysis of labor markets in relation to business needs, talent development, innovation, diversity and the creation and implementation of human capital strategies.

He is responsible for Mercer's research and development activities, publishing a number of books, appearing in the *Harvard Business Review* and recently co-authoring *Play to Your Strengths—Managing Your Internal Labor Markets for Lasting Competitive Advantage*.

**Kevin Hallock**

***Professor of Economics and of Human Resource Studies***

***Director of the Institute for Compensation Studies***

***Cornell University***

**Kevin Hallock** is Joseph R. Rich '80 Professor at Cornell University and Research Associate at the National Bureau of Economic Research in Cambridge, MA. He is on the Board of Directors of WorldatWork and is a Distinguished Principal Research Fellow at the Conference Board. In July 2012 he will become Chairman of the Department of Economics at Cornell.

His current research is focused on the intersection of compensation design and labor markets, examining executive compensation, the valuation of stock options and the plan design and mix of employee compensation. He has written extensively on executive compensation in the for-profit and nonprofit worlds. His most recent book is *Pay: Why People Earn What They Earn and What You Can Do Now to Make More*, forthcoming by Cambridge University Press.

He has been published in a variety of outlets, including the *American Economic Review*, the *Journal of Corporate Finance*, the *Journal of Financial and Quantitative Analysis*, the *Journal of Public Economics*, the *Industrial and Labor Relations Review*, *Industrial Relations*, the *Journal of Economic Perspectives* and *Research in Personnel and Human Resources Management*. He has co-edited four volumes on labor economics and two volumes on executive compensation. His work has been discussed in various national and business publications such as the *Wall Street Journal*, the *New York Times*, *Barron's*, *Business Week*, *Time Magazine* and *Newsweek*.

**Blair Jones**

***Managing Principal,***

***Semler Brossy Consulting Group***

**Blair Jones** joined Semler Brossy Consulting Group after 15 years at Sibson Consulting, where she was a Senior Vice President and Practice Leader for Leadership Performance and Rewards. She began her professional career at Bain & Company, helping clients develop pricing and marketing strategies.

She has been published in many journals including *Directors and Boards*, *World at Work Journal*, *Workspan* and *The Corporate Board*, and has authored chapters in three books on executive compensation. Her views have been sought by and quoted in publications such as *The New York Times*, *Business Week*, *The Wall Street Journal*, *Forbes*, *USA Today*, *The Los Angeles Times* and *HR Executive*.

*David Lord*  
*President*  
*Executive Search Information Services*

**David Lord** has been independently tracking the performance of executive search consultants for more than 20 years, first as a journalist and since 1995 as a consultant to large corporations on the selection and engagement of search firms. He founded ESIS in response to requests from corporations for better information about executive recruiters and best practices in working with them. Since then he has helped more than 100 Fortune 500 corporations improve executive search effectiveness.

He is facilitator of the Executive Search Information Exchange, a research and discussion group for heads of executive recruiting from leading corporations. And he is founder of the Executive Search Academy, a two-day course in best practices held twice a year in New York.

*Paul Marchand*  
*Head of Global Talent Acquisition*  
*PepsiCo*

**Paul Marchand** leads overall external hiring and internal mobility for PepsiCo, with center of excellence leadership of the company's staffing function. Through ownership at the center and partnership with sectors, divisions and regions, the talent acquisition center of excellence provides staffing strategy as well as the development of tools, solutions and external providers to enhance PepsiCo's position in the candidate marketplace. The global talent acquisition function comprises the cohesive units of executive recruitment, professional recruitment and enterprise recruitment solutions, which provides strategy and solutions in the areas of employment branding, recruitment technology, assessment/selection, campus recruiting/relations and recruitment operations.

Prior to this role, he was the Head of Human Resources, Division Vice President for the PepsiCo Foodservice Business, focused on strategic and day-to-day human resources support of this growing multi-brand and multi-channel unit. He led the integration of the Frito Lay Foodservice & Vending division with the Pepsi-Cola Fountain Beverage Division to form "one" PepsiCo Foodservice Division. Prior to this role, he was Director of Human Resources for the Pepsi-Cola sales organization, including retail sales, foodservice Sales and PepsiCo customer team sales.

He re-joined PepsiCo from Merrill Lynch, where he was the Head of Global Staffing, accountable for all external recruiting, including search firm management, temporary staffing, internet recruiting and recruitment marketing. Prior to Merrill Lynch, he worked for Pepsi-Cola North America, a division of PepsiCo and subsequently Pepsi

Bottling Group (PBG) as both a Senior Staffing Manager and Senior Generalist. Prior to his experience at PBG, he was a Human Resources Generalist for the Global Audit function with JPMorgan and a Manager of Staffing & College Recruiting at the May Department Stores Company.

***Leslie Mays***  
***Vice President of Global Diversity and Inclusion***  
***Avon***

Before assuming her position at Avon, **Leslie Mays** served as VP Diversity and Inclusion at The Conference Board, the independent business-membership and research association working in the public trust.

Prior to that position, she was Vice President of Worldwide Diversity and Inclusion at Pfizer Inc., where she worked with senior global leadership teams across the world's largest pharmaceutical company to develop and drive change strategies. There she established and oversaw the launch of Pfizer's first global diversity and inclusion strategy, including a senior-level education program that has reached more than 1,000 of the company's top leaders around the globe.

Before joining Pfizer, she served as Vice President and Head of Global Diversity and Inclusiveness at Royal Dutch Shell Group in London. She also held corporate leadership and diversity positions at General Mills Inc. and Reebok International Ltd.

***Erin Liberman Moran***  
***Senior VP of People & Client Services***  
***Great Place to Work® Institute, Inc.***

**Erin Liberman** leads the human resources function and client delivery for the Institute's U.S. business. She is responsible for leveraging the knowledge and experience at the Institute to study the best companies that support, develop and connect people, to create an even better workplace internally. She oversees the production of the Great Place to Work's *Fortune* and small and medium lists and the delivery of high-quality advisory services to clients.

Prior to this role, she was Vice-President of the International Operations at Great Place to Work®, working with affiliates in 40 countries worldwide. She started with the Institute as a Consultant and continues to advise clients both within the U.S. and internationally.

Prior to joining the Institute, she was a Consultant with Accenture, working on projects for clients related to leadership development, organizational change strategy and training design, development and delivery. Before that, she worked as a Business

Consultant, advising clients domestically and abroad on strategy development, business planning and performance management.

***Sherri Nadeau***

***Senior Vice President- Human Resources & Administration***  
***UberMedia***

**Sherri Nadeau** recently joined UberMedia, the world's leading independent developer of feature-rich social media products including Chime.in, UberSocial and Echofon.

She is a senior human resources leader specializing in transforming companies and their human resources functions. Her expertise is in a wide range of industries, including entertainment, hospitality, financial services, consumer-packaged goods, telecom and technology distribution.

She has broad international human resources experience in all major international markets, including two successful expatriate assignments. Her most recent role was with Sony Pictures Entertainment where she was responsible for all international human resources operations, encompassing 2,500+ employees in 40+ countries. During her tenure with Sony, she played a key role in restructuring the human resources team and outsourcing / off shoring over 600 other positions to India, Poland and other locations.

She has led the human resources function for Tech Data, a *Fortune* 110 company, and has also held the top human resources role for two other *Fortune* 500 companies, Certegy and SAVVIS Communications, Inc. Previously, she was the head of human resources for Universal Studios Japan in Osaka and has also held senior roles with Equant, a subsidiary of France Telecom; Intercontinental Hotels & Resorts; First Financial Management Corp (now First Data); and KPMG.

***Haig Nalbantian***

***Senior Partner/ Director of Global Research and Commercialization***  
***Mercer***

**Haig Nalbantian**, a labor/organizational economist, has been instrumental in developing Mercer's capability to measure the economic impact of human capital practices. He has directed numerous projects for leading companies in the U.S. and abroad across a broad range of industries, including high technology, manufacturing, financial services, media and information services.

He came to Mercer from National Economic Research Associates. Earlier, he was on the faculty of economics at New York University and was a research scientist for its CV Starr Center for Applied Economics. He is an internationally recognized expert in

incentives, human capital measurement and management and their links to organizational performance.

He has published widely on these topics in leading academic and professional journals, including the *Harvard Business Review*, the *Journal of Labor Economics*, the *American Economic Review* and *Compensation and Benefits Review*. He co-authored the prize-winning book on human capital measurement and management, *Play to Your Strengths*.

**Jamie Naughton**  
*Speaker of the House*  
*Zappos.com*

**Jamie Naughton** works directly with CEO Tony Hsieh, focusing on the culture for which the company has become known. Her role is essential in creating and driving the architecture of the dynamic culture as well as focusing on culture R&D to ensure Zappos.com always stays relevant to both the employees and their customers.

She travels the country to work with world-renowned companies, authors, researchers and business leaders to help spread the concept that by focusing on your employees and customers, good companies can become legendary companies.

The Zappos Family of Companies was recognized in 2009 and 2010 by *Fortune Magazine* as one of the “100 Best Companies to Work For,” debuting as the highest-ranking newcomer for the 2009 list and moving to the #15 spot in 2010.

**Jeffrey Nye**  
*Vice President*  
*Divisional Sales Manager*  
*New York Life MainStay Investments*

**Jeff Nye** joined New York Life MainStay Investments three months ago from Alliance Bernstein Investments, where he was Managing Director, National Sales Manager of the company’s Subadvisory Sales organization. There he oversaw a sales force including internal and external wholesalers that provided thoughtful, relevant and actionable ideas to insurance company wholesalers and financial advisors to help create better investor outcomes. Before this role, he was Managing Director of Alliance Bernstein’s Strategic Sales organization and before that he was a Director, Regional Manager, covering all distribution channels.

Before joining Alliance Bernstein, he was a Senior Vice President with Fidelity Investments Institutional Services and Regional Marketing Associate for Putnam Investments.

*Scott Stevenson*  
*Director, Financial Services Advisory Practice*  
*PricewaterhouseCoopers (PwC)*

**Scott Stevenson** specializes in organizational development, talent management and human resources transformation. He focuses on helping global clients structure and implement transformational changes to achieve a return on their business objectives by using functional expertise and fact-based approaches to design sustainable solutions. He has worked across multiple sectors within financial services, including insurance, banking and asset management and with global clients in the communications, technology, pharmaceutical and professional services industries.

He has over 17 years of experience as both a Management Consultant and a Human Resources Executive at PwC. As a Management Consultant, he has led the redesign and implementation organizational structures, pre- and post M&A redesign and integration efforts, and subsequent processes and role redesign within all levels of global organizations. He has overseen multiple role assessment and redesigns, creating competency frameworks specifically geared toward functional roles effectiveness in serving business unit needs and objectives. He has extensive experience working with companies in the U.S., Europe and Japan.

His experience at PwC as a Human Resources Executive has resulted in the articulation and achievement of key talent priorities and significant improvement on key people metrics and culture change for the company. His internal projects and efforts have been a key contributor to the recent recognition of PricewaterhouseCoopers as a best in class employer and people organization.

*Anne Szostak*  
*President & CEO*  
*Szostak Partners*  
*Board Member, Dr. Pepper Snapple Group, Tupperware,*  
*Belo Corporation, SFN Group*

**Anne Szostak** is a business and community leader with significant management and board experience in the public, private and not-for-profit sectors. She founded Szostak Partners, the consulting firm that provides practical advice and counsel to leaders who are trying to solve real business problems. Her extensive experience in financial services and human resources allows her to coach executive leaders in all industries.

Before founding Szostak Partners, she built a successful career at Fleet Boston Financial (now Bank of America) in both line and staff roles. She served as a member of the Executive Committee and as Corporate Executive Vice President of this diversified financial firm. She also was Chairman and CEO of Fleet Bank of Rhode Island and

Chairman and CEO of Fleet Bank of Maine. In addition to assisting the bank with over 100 acquisitions, she led the company's efforts to become an employer of choice.

*Jacqueline Stern*  
*VP Innovation*  
*E\*TRADE Financial*

**Jacqueline Stern** joined E\*TRADE six months ago from Citibank, where she led the Internet and mobile customer experience and consumer insights for Citibank, Citi Cards and the bank's Private Wealth Management division. There she transformed the online and mobile customer experience; evolved the user experience team responsible for managing and updating Citi consumer websites; drove increased usage of online and mobile channels leveraging marketing, functionality and segment-specific experiences; and created a best-in-class digital insights platform based on customer needs.

Before that, she was a Senior Vice President at the Citi Cards Online Acquisition & Marketing at Citigroup, was a Senior Vice President at Priceline.com and was Director, New Product Development at American Express. She also held positions as Account Manager at J. Walter Thompson and Director of Public Information at The Fresh Air Fund.

*Larry Weber*  
*Category Director-Real Estate and Facilities*  
*Time Warner*

**Larry Weber** joined Time Warner three months ago from Bristol-Meyers Squibb, where he was Global Procurement Sourcing Manager, Facilities and Business Services, managing the facilities category. He was accountable for driving overall category strategy and identifying, developing and delivering savings opportunities. He co-led negotiations for two regional (North America and Europe) integrated facilities management outsourcing agreements.

Before that, he held a number of positions at Bristol-Meyers Squibb, including Category Leader; Manager, Packaging Category; Business Analyst, Global Sourcing and Supplier Management Group; and Principal Financial Analyst/Financial Associate.

He began his career as an Investment Analyst Intern at Gregoire Hedge Fund Advisors and Lloyds of London Coordinator for Merrill Lynch.

*Donna Weiss*  
*Corporate Leadership Council (CLC)*  
*Corporate Executive Board*

**Donna Weiss** helps solve the most critical problems facing human resources executives in the areas of talent management, recruiting and learning effectiveness – measuring and sharing what the best companies do to address their human resources challenges. She has authored numerous major studies and research guidebooks and presents insights via a series of teleconferences, training webinars and live meetings to business executives around the world. She leverages her market research and product management background to oversee teams that study the state of current human resources practice through quantitative and qualitative research, and to create relevant and meaningful tools and services to achieve best practice.

Prior to coming to the Corporate Executive Board, she worked in both consumer insights research and brand management with Unilever. She is also a former market research consultant who served *Fortune* 100 clients across the financial services, technology and consumer packaged goods industries.

*Nancie Whitehouse*  
*Principal*  
*Whitehouse Advisors, LLC*

**Nancie Whitehouse** founded Whitehouse Advisors to work in close partnership with companies – ranging from *Fortune* 50 to start-ups, private equity and asset management firms – to enhance their executive talent acquisition. Through the services and training she provides, companies can improve the effectiveness and efficiencies of their recruitment process and more successfully compete for top senior talent.

Before that, she served as Director Search Strategies at General Atlantic (formerly General Atlantic Partners), the leading global private equity firm focused exclusively on information technology, process outsourcing and communications investments. At General Atlantic, she established and built a human capital management function dedicated to the support of approximately 50 portfolio companies in the areas of recruiting and retention strategies, executive compensation, organizational development and global human capital-related activities.

Prior to joining General Atlantic, she spent eighteen years in the executive search profession, most recently with a boutique search firm specializing in recruiting leaders in the software and services sector. She began her career at Korn/Ferry International, in a series of increasingly responsible positions in recruiting and research.