

INFLUENTIAL HR EXECUTIVE

Thoughtful, pragmatic, and trusted HR executive with 20 years of diverse experiences in Talent Management, Organization Design and Development, Business Partnerships and Talent Acquisition. Enthusiastic about creating employee and leader experiences through core HR processes that drive business results and reinforce the culture.

EXPERIENCE

HUMANA, INC.

Vice President, Enterprise Talent & Change Management 7/2023-present

- Promoted to lead expanded enterprise Talent Management function overseeing Enterprise Learning (2024), Talent Acquisition (2024), Strategic Workforce Planning, Performance Management, Succession Management and Change Management

Associate Vice President, Talent Strategy & Organization Effectiveness 5/2019-7/2023

- Led Enterprise Talent Strategy function including Performance Management, Succession Planning, Organization Effectiveness, and CEO/Board & Talent Agenda

Significant accomplishments:

- Established executive talent committee comprised of CEO and management team to align on enterprise leadership standards and identification of top talent across the organization to drive differentiated development experiences
- Re-designed a data-driven Enterprise Talent Review process at scale for 67,000 employees; operationalized new talent definitions & ratings to drive consistency and equity in talent ratings (potential, achievable levels, retention risk & succession readiness)
- Selected to lead the Organization and Talent workstream (team of 80+) for enterprise initiative to deliver \$1B in administrative cost savings to reinvest in growth strategy; delivered full organization savings target by reducing spans of control and layer depth and eliminating duplicative capabilities
- Aligned enterprise support and investment for the build out of Strategic Workforce Planning capability; established a team focused on two early priorities – establishing skills as the talent currency and resolving HR and financial headcount data to accurately plan total workforce cost
- Built an Organization Effectiveness COE that enables HRBPs to effectively lead Team Performance, Org Design, and support integrations
- Designed CEO-sponsored Board Engagement program with objective of further developing CEO direct reports through pairings with Board of Directors
- Guided executive team on management team talent changes in support of CEO talent agenda
- Established history of strong leadership and followership by developing and upgrading existing team, improving engagement measures, and establishing strong focus on execution

Director, HR Business Partnership 2/2016 – 5/2019

- HR partner aligned to C-suite executives in Marketing, Corporate Affairs, Law, and the HR organization; responsible for development of Human Capital plan to attract, retain, and develop talent capabilities focused on talent movement, development, inclusion and diversity, rotational programs, and top external hires
- Demonstrated strength in organizational design and communication, distilling details into concise next steps and actions for senior leadership
- Partnered with Organization Design team and key leaders to build Humana's Digital Health & Analytics organization, including onboarding new Chief Digital Health & Analytics Officer
- Led organization design engagement to transform and mature Enterprise Marketing's operating model to scale support to multiple business lines
- Led a matrixed business-aligned HR team to drive human capital initiatives
- Led onboarding of senior executives, including the Chief Legal Officer and Chief Corporate Affairs Officer
- Strong contributor to successful launch of two simultaneous enterprise initiatives, Workday HRIS implementation, and new enterprise job architecture

- Led organization optimization efforts for aligned corporate functions resulting in significant administrative cost savings and reduction of spans and layers

HR Business Partnership Lead

3/2014 – 2/2016

- Built strong relationships as the HR partner aligned to Corporate HR, Corporate Affairs, Innovation, Enterprise Solutions and Workplace Solutions
- Key partner for Operating Model Implementation team for Aetna Integration
- Completed a part-time experiential assignment aligned to the clinical business to build industry acumen

YUM! BRANDS, INC.

Senior Manager, Organizational Development, KFC US

1/2013 – 3/2014

- Strategic partner to the senior leadership team to improve organizational effectiveness in the areas of leadership, selection tools and process, team member engagement and franchise partnership
- Selected to serve on a cross-functional team of high potential leaders and thought partners to develop the restaurant model for the future by designing brand extension, menu, operations, team member experience, and training to bring new concept to life
- Designed, developed, and implemented KFC US selection tools to improve selection decisions and build franchise hiring capability for management hires
- Led Great Place to Work ® engagement efforts for KFC corporate support team maintaining world class engagement during a time of significant business challenge
- Transformed team member engagement strategy by influencing KFC corporate and franchise leadership to implement “Your KFC Voice” to drive restaurant engagement through best-in-class technology with customized and automated action planning support to make it easy for Restaurant General Managers to drive culture and business results

HR Business Partner, KFC US

3/2011 – 12/2012

- HR Business Partner for corporate headquarters serving as strategic talent management partner to the senior leadership team to develop and deploy talent
- Led succession management process for KFC US; Developed and aligned each functional leader’s talent management plan to ensure tactics were in place to realize development goals, create bench strength and create an engaging culture
- Co-led corporate restructure and optimization resulting in \$20MM reduction in administrative expenses
- Designed and facilitated Change Management Workshops for each function following corporate restructure

People Capability Leader, KFC US

8/2010 – 3/2011

- Strategic HR business partner to Operations for 100+ company owned KFC restaurants in Columbus, Indianapolis, and Chicago markets
- Led matrixed team to deliver recruiting services, associate relations, performance management, succession planning and training

Employment Practices Consultant, Yum! Brands

2/2010 – 8/2010

- Provided employment practices support to Area Coaches, Market and Region Coaches at KFC and Pizza Hut
- Built Area Coach capability to conduct more effective investigations and partner on difficult investigations
- Prepare responses to Department of Labor audits and EEOC charges
- Improved reporting for KFC Network calls to provide actionable data for HR partners

Recruiting Operations Consultant, Yum! Brands

2/2008 – 2/2010

- Partnered with Aon Consulting, Development, HR leadership and global HR stakeholders to develop a global executive assessment (Director +) to measure external candidates’ fit with Yum leadership competencies
- Led effort to align global stakeholders and establish governance model
- Designed HR and executive interview guides and scoring matrix
- Project manager for configuration and launch of the corporate Hiring Management System
- Provided vendor management to Employment Marketing agencies in the execution of our Employment Branding strategy

Corporate Recruiter, Yum! Brands

2/2006 – 2/2008

- Promoted into role of Staffing Leader, managing hiring strategy and process for Finance and IT organizations

- Experienced in Performance-Based Interviewing, research, sourcing strategies, employment marketing and passive candidate development
- Led Finance College Recruiting strategy and process

College Recruiter

1/2003 – 2/2006

- Promoted into role to provide client management and tactical recruiting support to a growing College Recruiting Program for Finance and Marketing
- Influenced senior leadership to take active ownership in the program and alter strategy for better return on investment

ACADEMIC AND PROFESSIONAL TRAINING

University of Louisville

Bachelor of Arts, Liberal Studies

December 2002

Talent Management Institute

UNC Kenan-Flagler Business School – Executive Development

November 2019

Performance Based Hiring Certification

October 2009

PERSONAL

Awards

Women's Foodservice Forum *Women Making Their Mark* award in 2013

The *Women Making Their Mark* list began in 2013 to recognize up and coming female leaders in the foodservice industry who have demonstrated extraordinary leadership characteristics, significant professional accomplishments and a unique "It" factor.

Volunteering

Speed Museum HR Consultation

Family and Interests

Wife to Bob and mother to Parker (17) and Carle (15). Educational guardian and 'honorary mother' to Alpha (17) who has lived with our family for 7 years. Loves historical biographies, art history and travel. Wishes for more time to travel.