

May 2015 Executive Roundtable

ABOUT THE PARTICIPANTS



Jeri Darling, President & CEO, provides expert design, facilitation and consultation on leadership, talent, human capital, and organizational effectiveness. As a senior consultant and executive coach with more than 25 years of experience, she has been a trusted advisor to senior leaders and organizations supporting individual and team development as well as large-scale systems change initiatives. Jeri has held positions as an executive with several major corporations and consulting firms, including BAE Systems, TRW, Mercer Delta, and Work in America Institute. She holds a MA from George Washington University, a MBA from Case Western Reserve University, and a Leadership Coaching certificate from Georgetown University. Jeri is an adjunct faculty member at American University in Washington, DC. She specializes in leading and performing effectively in a global, multicultural environment. Jeri is a member of the HR People and Strategy (HRPS) Board of Directors.



Sharon Glazer, Ph.D., is Professor and Chair of the Division of Applied Behavioral Sciences at the University of Baltimore, affiliate Research Professor at the University of Maryland Center for Advanced Study of Language and Department of Psychology, Treasurer of the International Association for Cross-Cultural Psychology (IACCP), and Editor of the International Journal of Stress Management. She is a cross-cultural organizational psychologist who studies the role of culture in individuals' organizational ABCs (affects, behaviors, and cognitions), changes in (organizational and national) cultures due to domestic policies in a globalizing world, and differences and similarities between (national and organizational) cultures on individuals, teams, and organizations' ABCs. Dr. Glazer has collaborated with a number of eminent cross-cultural psychology scholars, including Drs. Shalom Schwartz, Peter Smith, Kwok Leung, and Mark Peterson. Currently, she is leading cross-cultural training and priming research and is leading a cross-cultural research effort on leadership and stress. Dr. Glazer has published over 20 articles and book chapters on cross-cultural psychology related content. She has 20+ years of teaching experience and 15+ years consulting experience. Dr. Glazer has worked, taught, and lived in the USA, Israel, France, Italy, and Hungary and speaks six languages (fluent: English, Hebrew, good: Hungarian, fair: Italian, French, and Russian).



Anil K. Gupta, Ph.D., is widely recognized as one of the world's leading experts on strategy, globalization and emerging markets. He is the Michael Dingman Chair in Strategy and Entrepreneurship at the Smith School of Business, The University of Maryland. He is also a Visiting Professor of Strategy at INSEAD, where he previously served as the INSEAD Chaired Professor in Strategy. Anil was recently recognized by the *Economist* magazine as one of the world's "rising superstars" in a cover story on "Innovation in Emerging Economies." His latest book - *Getting China and India Right: Leveraging the World's Fastest-Growing Economies for Global Advantage* - received the 2009 Axiom Book Awards' Silver Prize as one of the world's two best books on globalization/international business and was a finalist for the Asia Society's Annual Bernard Schwartz Book Award. Anil regularly serves as a keynote speaker at major conferences and corporate forums across the globe including the World Economic Forum, *Economist* conferences, the *BusinessWeek* CEO Forum, the Global Partnership Summit, the Yale CEO Summit, and the Global Leadership Conference, Shanghai. Anil serves as a columnist for *BusinessWeek* and as a Contributing Editor for *Chief Executive* magazine. His opinion pieces have also been published in *The Wall Street Journal*, *Financial Times*, *Chief Executive Magazine*, *The Daily Telegraph*, *China Daily*, *Economic Times*, and other outlets. He has been interviewed and quoted by *The Economist*, *The Wall Street Journal*, *The Washington Post*, *USA Today*, *BusinessWeek*, *Forbes*, *BBC*, *CNBC*, *Bloomberg TV*, *Reuters TV*, *New Delhi TV*, *CCTV China* as well as other media in the U.S., Asia, and Europe.



Jennifer Horowitz is the Vice President of Communications for Global Dynamics where she works with clients and trainers to develop customized solutions. She serves as the editor of *GlobalExchange*, GDI's bimonthly journal of international business, and manages Global Dynamics' public relations initiatives. Ms. Horowitz has more than a decade of international communications experience. Jennifer has worked at Ketchum where she managed communications campaigns for global clients, such as IBM and PeopleSoft. Earlier in her career Jennifer was the Senior Manager of Communications for the WAP (Wireless Application Protocol) Forum, the organization for the early de-facto worldwide standard for the mobile Internet. Ms. Horowitz was the organization's spokesperson and oversaw all initiatives to communicate the Forum's messages to multiple target audiences throughout the world. As the technology matured, Jennifer created a hugely successful global campaign among the WAP Forum's member companies aimed at folding the work of the Forum into a larger wireless technology organization. Jennifer's earliest cross-cultural communications experience was a London-based internship with the Labour Party's public relations firm, Hobsbawm Macaulay. In this role, she supported public relations executives running the Labour Party's public relations campaign in the months leading up to Tony Blair's victory. Ms. Horowitz graduated from American University in 1998 with a major in public communications and a minor in cross-cultural communications.



Simon King is a senior HR Leader with 25+ years of experience in the Pharmaceutical Industry. He started his career studying genetics at the University of Edinburgh before starting work in the R&D function of ICI Pharmaceuticals, initially as a systems analyst. It was during this time that he developed his passion for developing people and organizations and made the transition from R&D to HR.

Simon worked for AstraZeneca for 26 years in increasingly senior HR roles. As a Business Partner he has supported each part of the value chain from R&D to Commercial and as a Specialist he led the US employee relations team as well as supporting the CEO in change management. He spent the first 12 years of his career in the UK and then moved to the US in 1998, where he has been ever since. In April 2013 Simon moved to Bristol-Myers Squibb as the Global R&D HR VP. Simon has two passions professionally. The first is to help bring new medicines to patients and the second is to build talent and culture and he has received two CEO awards for his contributions. Simon is on the executive committee of the HR People and Strategy (HRPS) Board, a member of the Cornell Center for Advanced Human Studies and regularly guest lectures at Cornell.



Cora Koppe-Stahrenberg, Ph.D., is Managing Director, Human Resources Leader International at Marsh, Inc., in New York. Cora is a global human resources executive with broad experience in mature as well as emerging markets and a track record of developing and implementing effective HR strategies, delivering outstanding results and building high performance teams. She specializes in talent management, organizational design, compensation & benefits, change management, diversity, Six Sigma, mergers & acquisitions, start-up companies. Prior to her role at Marsh, Inc., she was the Chief Human Resources Officer for the Emirates Investment Authority in Abu Dhabi. She also served as the Chief Human Resources Officer for GE Money Central & Eastern Europe and the Middle East in Zurich, Switzerland & Paris, France from 2005 - 2008. Fluent in English, German, French, and Spanish, Dr. Koppe-Stahrenberg earned her masters and doctoral degrees in Business Administration at the University of Kiel, Germany. Cora is a member of the SHRM Global Expertise Panel.



Gad Levanon, Ph.D., is Managing Director, Economic Outlook & Labor Markets at The Conference Board, where he also leads the labor markets program. He also serves on *The Demand Institute*[™] leadership team. Levanon created *The Conference Board Employment Trends Index*[™], a widely used measure that fills the need for a leading index of employment. His research focuses on trends in U.S. and global labor markets, consumer trends, and forecasting using economic indicators. Levanon is the principal writer of *The Conference Board Labor Markets in Review*[™], a quarterly publication that documents the main trends in labor markets across the globe. He also writes a popular blog on labor markets for *Human Capital Exchange*[™]. In addition to writing reports for The Conference Board, he has published extensively in academic and professional journals. Before coming to The Conference Board, Levanon worked at the Israeli Central Bank where he participated in the analysis of financial markets and monetary policy. Levanon received his Ph.D. in economics from Princeton University, and he holds undergraduate and master's degrees from Tel Aviv University in Israel.



Jim Link, SHRM-SCP, is Chief Human Resource Officer for Randstad North America. He oversees Randstad’s human capital strategy and manages the company’s human resources initiatives for 125,000 employees. Over the past year, Jim has enhanced recruiter efficiency, tripled the number of leadership programs, and significantly grown employee participation in professional development programs. Most recently, he was named HR Executive of the Year in the 2013 American Business Awards. Jim additionally serves on the Board for the SHRM Foundation Major Gifts Council. He serves as one of Randstad’s primary media spokespersons, with coverage spanning Atlanta Business Chronicle, Atlanta Journal-Constitution, Forbes, NPR and FOX Business, among others. Bachelors of Arts, Public Relations from Murray State University. Master of Arts, Organizational Communication from Murray State University



Peter T. Schiron, Jr., is an assistant general counsel with Deloitte LLP in New York City, where he provides strategic legal advice and counseling to the organization on a wide range of immigration and employment law matters, with a focus on global business immigration and international workforce compliance issues. In this role, he oversees the global mobility legal function of Deloitte LLP and its subsidiaries (“Deloitte”), and guides leadership and senior management teams in formulating U.S. and global immigration policies and best practices that ensure compliance with immigration laws and promote the success of Deloitte’s business models. Additionally, Mr. Schiron co-leads Deloitte’s advocacy and legislative agenda in Washington, D.C. for passage of high-skilled immigration legislation and regularly engages with U.S. immigration regulators to promote consistent, predictable and fair interpretation of immigration laws, regulations, rules and policies. As Deloitte’s lead immigration advisor and subject matter expert, he prepares and implements U.S. and global public policy positions in the field of professional global mobility. Mr. Schiron received his law degree from William and Mary School of Law in Williamsburg, VA, and a bachelor’s degree in Political Science from George Mason University in Fairfax, VA. He is a frequent speaker on topics relating to business immigration and global employment practices. Peter is a Board member of the Council for Global Immigration.



Tina Sung is the Vice President, Government Transformation and Agency Partnerships at the Partnership for Public Service in Washington, D.C. The Partnership for Public Service is a nonprofit, nonpartisan organization that works to revitalize our federal government by inspiring a new generation to serve and by transforming the way government works. Prior to joining the Partnership, Tina founded and served as President of Synergy Works LLC, which provides strategy and performance improvement consulting services to the federal government, state and local governments, NGOs, and Fortune 500 companies. She also founded a second company, Experience Matters: the Executive Transition Experts, helping senior executives facing reorganization, a new job, or retirement to make a smooth transition to the next stage of their lives. She is the immediate past President and CEO of the American Society for Training and Development (ASTD), the world's leading association of professionals specializing in workplace learning and performance. Her government experience includes key senior executive service (SES) positions in the Social Security Administration and the Department of Health and Human Services. In addition, Tina served six years as an advisor to the Office of the Vice President's National Performance Review and the National Partnership for Reinventing Government during the Clinton administration. In addition, she is now a (National Academy of Public Administration (NAPA) Fellow. Tina graduated cum laude from Princeton University. She later completed Harvard's John F. Kennedy School of Government Program for Senior Managers and the Federal Executive Institute's Leadership and Management Program. She was also a participant in the prestigious President's Executive Exchange Program sponsored by the White House. Tina is a member of the SHRM Foundation Board of Directors.



Sully Taylor is Professor of International Management and Human Resource Management at Portland State University, School of Business Administration, and Director of International Programs for the School of Business. She is also a Certified Integral Coach, with a focus on global leadership. She has received two Fulbright awards, and served as the Chair of the International Management Division of the Academy of Management. Dr. Taylor teaches in the areas of Leadership, Global Human Resource Management, International Management, and Sustainable Enterprise Leadership and HRM. Her research interests include the design of global HRM systems in multinational firms, global leadership, and Sustainability and HRM. She has authored or co-authored numerous articles on her research, which have been published in such journals as *Academy of Management Review*, *Journal of International Business Studies*, *Sloan Management Review* and *Journal of Organizational Behavior*, and has also published a book *Western Women Working in Japan: Breaking Corporate Barriers* with Nancy Napier. Sully received her Ph.D. from the University of Washington.



José Tomas, SHRM-SCP, has been a SHRM member since 1999 and currently serves on the SHRM Board of Directors. Tomas is the executive vice president and chief human resources officer for Anthem, Inc. As executive vice president, Tomas is responsible for attracting, developing and retaining talent across the company, compensation and benefits, workforce development, diversity management and associate engagement. Additionally, he plays a vital role in helping Anthem foster a unified and inclusive culture, further positioning the company for success in the rapidly changing health care environment. Prior to this role, Tomas was president, Latin America and Caribbean (LAC) and global chief of people officer for Burger King Corporation (BKC) where he was responsible for operations, marketing, development, purchasing, supply and distribution for the LAC region. As the chief people officer for the company, Tomas led the global human resources team and was responsible for all of BKC's global internal and external communications, public relations and security. Tomas also served as the vice president of human resources at BKC, where he led the human resources team supporting the company's North America business unit, as well as the global operations strategic unit headquartered in Miami, Florida. In addition, he oversaw security and asset protection for BKC's company-owned restaurants in the U.S. and Canada. Tomas has also held various field and corporate human resources positions with Ryder System Inc., including director of talent acquisition and director of corporate human resources. After transitioning from operations, Tomas began his human resources career as a human resources specialist with Publix Super Markets. He later managed the associate relations team for Publix's southeast division. He holds a bachelor's degree in business administration and a master's of science in management from Florida International University.

SHRM & AFFILIATE STAFF



J. Robert Carr, J.D., SHRM-SCP is Senior Vice President for Membership, Marketing and External Affairs. Bob leads SHRM's Membership, Marketing, and External Affairs business unit. He is responsible for the development and execution of a global communications strategy that builds SHRM's portfolio of highly successful brands. Carr served as Chief Professional & Business Development Officer where he oversaw the society's professional development program. As a member of the SHRM's Executive Team, he played a key role in the organization as its Chief Human Resource and Strategic Planning Officer. Carr returned to the organization from the National Bar Association, where he served as Executive Director. As Director of the Human Resources Group at AARP, he led all major organizational development activities, human resource and diversity management. Prior to joining AARP, he was Senior Director of Human Resources and Strategic Planning for the Association of Trial Lawyers of America. He also led the HR function for Howard University and Howard University Hospital in Washington, D.C. Carr served in government as Deputy Counsel to the Ethics Committee of the U.S. House of Representatives and as Deputy Counsel in the Office of the Solicitor, U.S. Department of Labor Carr serves as a director on the boards of the Council for Global Immigration and HR People & Strategy, affiliates of SHRM. He was recently appointed as a member of the Congressional Hispanic Caucus Institute (CHCI) Advisory Council. Carr is a member of the State Bar of Georgia, the Bar Association of the District of Columbia, and the U.S. Supreme Court. He is active in a number of legal and professional societies, including the American Bar Association, the National Bar Association and the American Society of Association Executives. Carr also served on the Conference Board Council of Human Resource Executives. Carr received a B.A. in economics from Morehouse College, a J.D. from Columbia University Law School and an LLM (Master of Laws) degree from Georgetown University Law Center.



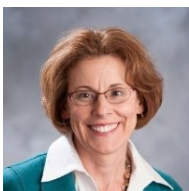
Lisa Connell is Executive Director of HR People + Strategy (HRPS), the executive network and affiliate of the Society for Human Resource Management (SHRM). As the premier professional organization focused on the intersection of people and strategy, HRPS comprises a ground-breaking network of influential, strategically focused HR executives and innovative HRM professionals representing the world's most prominent organizations. Connell serves the role of HRPS's chief executive officer with accountability for executing organizational strategy and providing executive leadership for HRPS staff and operations. Before being named executive director, Connell was the vice president for education at SHRM, supporting HR competencies and proficiencies from entry-level to senior professionals. She joined SHRM 17 years ago in its finance department and has since held positions of increasing responsibility in SHRM's marketing and professional development divisions. Connell holds a Bachelor of Science degree in business management from Virginia Tech.



Beth McFarland, CAE, is Director of Programs for the SHRM Foundation, where she is responsible for all Foundation products and programs, including research grants, scholarships, publications, special events and thought leadership initiatives. She is currently leading a project with the Economist Intelligence Unit (EIU) to identify and analyze future global trends likely to affect the workplace in the next 5-10 years. In addition, Beth serves as staff liaison to two Foundation Board committees. Prior to joining the SHRM Foundation in 2001, she managed SHRM's student membership program of 300 college chapters and 10,000 student members. Before joining SHRM, she worked for seven years in outside sales. Beth holds a bachelor's degree in economics from the University of Virginia and the professional designation of Certified Association Executive (CAE). She recently completed an executive certificate program in nonprofit management at Georgetown University.



Mark J. Schmit, Ph.D., SHRM-SCP, is the Executive Director for the Society for Human Resource Management (SHRM) Foundation. In this capacity he leads the Foundation's efforts to advance the strategic direction and impact of the HR profession. Dr. Schmit was previously the Vice President of Research for SHRM. Dr. Schmit has more than 25 years of experience in the field of human resources and has also been an academic, applied researcher, HR generalist, and internal and external consultant to both public and private organizations. Dr. Schmit earned a Ph.D. in Industrial and Organizational Psychology from Bowling Green State University in 1994. He has published more than 25 professional journal articles and book chapters and delivered more than 75 presentations at professional meetings on HR and Industrial/Organizational Psychology topics. Dr. Schmit is a Fellow in both the Society for Industrial and Organizational Psychology and the American Psychological Association.



Lynn Shotwell has served as Executive Director for the Council for Global Immigration since 2004. She began her career at the Council in 1996 as Legal Counsel and Director of Government Relations. Ms. Shotwell has served on steering committees and Boards of numerous organizations including the Alliance for International Educational and Cultural Exchange, Compete America, Multinational Employers for Working Spouses, and the Executive Working Group on Global Mobility Policies. She is a frequent lecturer on global mobility policies and practices and has testified before the U.S. Congress, the United Nations, the Organization for Economic Cooperation and Development, the World Bank, the International Organization on Migration and the Global Commission on International Migration. Prior to joining the Council, Ms. Shotwell practiced immigration law at Arent Fox and worked in the human resources department at Oldsmobile. She received her B.A. in International Relations from Michigan State University and a J.D. from University of Michigan.