Participants during Phase Three

CHREATE Core Team Members

- John Boudreau, USC Marshall School of Business, Professor and Research Director
- Debra Engel, 3Com Corporation, Formerly SVP, Corporate Services
- Scott Pitasky, Starbucks, EVP, Chief Partner Resources Officer
- Jeff Pon, Society for Human Resources Management (SHRM), Chief Human Resources & Strategy Officer
- Lisa Connell, HR People + Strategy (HRPS), Executive Director
- Jodi Starkman, Innovation Resource Center for Human Resources (IRC4HR), Executive Director
- Ian Ziskin, EXec EXcel Group LLC, President

CHREATE Phase Three Volunteer Team Members by Teams & Sub-teams

**Team Leaders*

Five Forces

Team Leaders

- *Caroline Starner, Oakley, Formerly Global SVP Human Resources
- *Michael Jones, Perricone MD, Chief People Officer

Assessment Sub-team

- Maria Forbes, Root Inc, Managing Director
- Jodi Starkman, IRC4HR, Executive Director
- Padma Thiruvengadam, Integra LifeSciences, CVP, Strategic Initiatives, Operational Excellence and CHRO

Solutions

- Nicole Dessain, talent.imperative, Founder & Principal Consultant
- Gary Kushner, Kushner & Company, President and CEO
- Maggie Curcio, Discover Financial Services, Director, Talent & Diversity
- Tracy Tyler, Strategies for Success International LLC, Founder and Managing Director
- Tom Perrault, Rally Health, Chief People Officer

Talent Pipeline

Visioning

- Eric Severson, Gap Inc, Formerly Co-CHRO and SVP, Global Talent Solutions
- Robert (Bob) Lambert, Allegis Partners, Managing Director
- Matt Frost, Medallia, Sr. Talent Associate, Talent Acquisition
- Jing Liao, Viridis, President, Chief Commercial Officer

Assessment

- *Edie Goldberg, E.L. Goldberg & Associates, President & CEO
- *Tracy Layney, Shutterfly, Inc., SVP & CHRO

- Kathleen (Katy) Barclay, The Kroger Co., Formerly SVP Human Resources

Mapping/ Action Planning

- Karina Sobieski, Andreessen Horowitz, HR Partner
- Robyn Mingle, CommScope, SVP, Human Resources
- Patrick Wright, Univ. of South Carolina, Professor

Advisor

- Jorge Figueredo, McKesson, EVP, Human Resources

HR Constituents

Board of Directors (publically traded companies)

- *Libby Sartain, Libby Sartain LLC, Principal
- Matthew Guss, Russell Reynolds Associates, Executive Search and Assessment Consultant
- Lorna Hagen, OnDeck, SVP, People Operations
- Liz Huldin, The Heritage Group, EVP, People +Organizational Capability
- Anna Tavis, Columbia University, Academic Program Director

CEOs

- John Rice, Carpenter Technology, VP Human Resources
- Mary Broadworth, Clinique, Executive Director, Global HR Business Partner
- Maureen Ennis, Thrive, Chief Collaboration Officer
- Joe Moscola, Northwell Health , Senior Vice President, Chief People Officer
- Pam Teufel, DermONE, Chief People Officer

Search Firms

- John Sigmon, AARP, CHRO
- Celine Schillinger, Sanofi Pasteur, Head, Quality Innovation & Engagement
- Mike Bergen, Allegis Partners, Managing Partner and Global Practice Leader, Human Resources
- Kathleen McCarthy, American Express, Formerly SVP, Chief Talent Officer

Investment Analyst

- *Liz Dunlap, Panera Bread, SVP, Chief People Officer
- Melissa McLaughlin, Agios Pharmaceuticals, VP, Human Resources
- Bill Baker, Wolters Kluwer, EVP, Global Rewards & HR Service Delivery
- Rob Croner, The Children's Hospital of Philadelphia, SVP, Human Resources

Private Equity

- Debbie Walsh , TalentRISE, Managing Director
- Michael Simcox, AXA, Head of Real Estate Strategy & Key Accounts Vendor Management
- Michele Briggs, AIG, Vice President, Organization Effectiveness and Change Partner
- Mary Eckenrod, Eckenrod Consulting Group, Principal
- Andrea Barry, Wirtz Beverage Group, Chief Human Resources Officer
- Denise Cooper, Coach HR LLC, Chief Reinvention Strategist

Rewire

Emergent Leadership

- Teresa Roche, Roche Consulting, Chief Executive Officer
- Barbara Elsberg, Elsberg Consulting, Principal
- Susan Lovegren, Juniper Networks, SVP Human Resources

Lead the Work

- *Deborah Barber, D Barber Consulting and Associates, CEO & Founder
- *Kelley Steven-Waiss, HERE, Chief Human Resources Officer
- Andrew Schmidt, Lockheed Martin, Talent Management Partner
- Nancy Harris, Restart Consulting, Principal Consultant & Founder
- Sally Thornton, Forshay, Founder & Chief Curator

SCRUM Agile HR

- Wayne Tarken, Senior Adviser to HR Leaders, C4ATT-Analytics- Talent- Technology

Using ROLE to Produce Changes

- Michael Grove, CollabWorks, CEO
- Judy Heyboer, Judy Heyboer Consulting, Principal
- Connie Fredrickson-Bray, Zoran Corporation, Formerly VP, Human Resources

Universal Corporate Diagnostic

- Rita Trehan, Rita Trehan LLC, Chief Capacity Officer

Engagement Platform

- *Linda Rogers, Founder, Work Reimagined (former CHRO eSilicon)
- Bryan Adkins, Denison Consulting, CEO
- Danielle Cordry, RGP, Senior Director, People Operations and Change Management Practices
- Ian Gover, Everwise, Co-Founder
- Amy Wu, Duende, Founder