Roundtable PARTICIPANTS

John Boudreau, Ph.D., is professor and research director at the University of Southern California’s Marshall School of Business and Center for Effective Organizations. Recognized worldwide for breakthrough research on the bridge between superior human capital, talent and sustainable competitive advantage, Dr. Boudreau consults and conducts executive development with a broad range of companies worldwide, such as American Express, Boeing, Electronic Arts and The World Bank. Dr. Boudreau has published more than 50 books and articles. His latest book is *Retooling HR: Using Proven Business Tools to Make Better Decisions about Talent*, published in July 2010 by Harvard Business School Publishing. His scholarly research has been published in top journals, including *Management Science, Journal of Applied Psychology* and *Asia-Pacific Human Resource Management*. Features on his work have appeared in *Harvard Business Review, The Wall Street Journal, Fortune, Fast Company* and *Business Week*, among others. Professor Boudreau is a Fellow and Foundation Trustee of the National Academy of Human Resources, and he was the recipient of General Mills Award for teaching innovations at Cornell University. A strong proponent of corporate/academic partnerships, Dr. Boudreau helped establish and then directed the Center for Advanced Human Resource Studies (CAHRS) at Cornell University, where he was a professor for more than 20 years. He holds a master’s degree in management and a Ph.D. in industrial relations from Purdue University’s Krannert School of Management.

Steve Brown, CPA, SPHR, is a strategic leader who aligns people, process and technology to accelerate growth, improve productivity and drive geographic expansion. As managing director at Accenture, Steve collaborates with leaders across internal functions to creatively solve the most challenging business problems. Steve’s expertise includes compensation design, financial modeling, developing people and teams, immigration strategy, compliance, and global deployment of talent for Accenture’s internal employees. He leads a shared services team of 400 people in 25 countries with an operating budget of $35 million, providing HR services for Accenture’s 40,000 employees who work across borders. Steve’s leadership at the company resulted in the design and rollout of cash and equity compensation programs in 45 countries, the delivery of improved operating margins of $15-20 million per year, an expanded market share, significant gains in employee engagement, reduced inefficiencies, the design and execution of HRIS and IT solutions for employees, and development of a 400-member global team. Steve is a frequent presenter at HR conferences on crosscultural team development, compensation design, workforce planning, immigration policy, compensation design and global mobility. Prior to Accenture, Steve held program management positions at Novell and Ernst & Young. Steve holds a bachelor’s degree in economics and business from the University of California, Irvine, and a master’s degree in accounting and business and an MBA from Northeastern University’s Graduate School of Business Administration.
**Kathleen Christensen**, Ph.D., directs the Alfred P. Sloan Foundation’s *Working Longer* program designed to deepen scholarly and public understanding of aging Americans’ work patterns. The goal of the program is to recognize employer practices by industry and sector, to identify obstacles to continued employment, and to understand the economic consequences for both individuals and the federal budget. In 1994, while a professor of psychology at the Graduate Center, City University of New York, Dr. Christensen was recruited to join the Sloan Foundation. Dr. Christensen established and spearheaded what would become the Foundation’s *Workplace, Workforce and Working Families* program. Under her leadership, the Foundation has been credited with pioneering the field of work-family research and helping start a national movement to create more flexible workplaces that effectively meet the needs of employees while also supporting business productivity. Recognized for her expertise on work-family issues and workplace flexibility, Dr. Christensen planned and participated in the 2010 White House Forum on Workplace Flexibility and the 2005 White House Conference on Aging. In 2010, Dr. Christensen was named by *Working Mother* magazine as one of the “Seven Wonders of the Work-Life Field,” which identified her as the “foremost strategic supporter of work-life research and practices.” In 2004, she was awarded the inaugural Work-Life Legacy Award by the Families and Work Institute for her role in founding the work-life field. Her academic honors include recognition with Danforth, Mellon, Rockefeller and National Endowment for the Humanities fellowships. She is a widely quoted expert and has published extensively on the changing nature of work and family. Christensen earned her Ph.D. from Pennsylvania State University. She began her professional career as a policy analyst at the Urban Institute in Washington, D.C., and later joined the faculty of the City University of New York as a professor of psychology at its Graduate Center.

**Tamara J. Erickson** is a McKinsey Award-winning author, a leading expert on generations in the workplace and a widely respected expert on collaboration and innovation, the changing workforce and the nature of work in intelligent organizations. She has three-times been named one of the 50 most influential living management thinkers in the world by Thinkers50, the global ranking of business thinkers created by Des Dearlove and Stuart Crainer. She has written a trilogy of books on how individuals in specific generations can excel in today’s workplace: *Retire Retirement, What’s Next, Gen X?* and *Plugged In*, and is working on a fourth book for the generation under the age of 17 today. Tammy has authored or co-authored numerous *Harvard Business Review* articles and the book *Workforce Crisis: How to Beat the Coming Shortage of Skills and Talent*. Erickson holds a B.A. degree in biological sciences from the University of Chicago and an MBA from the Harvard Graduate School of Business Administration. She has served on the Board of Directors of two *Fortune* 500 corporations and is the founder and CEO of Tammy Erickson Associates, a firm dedicated to helping clients build intelligent organizations.
Ken Goldstein is the principal at Ken Goldstein Consulting, where he provides consulting and expertise in executive coaching, team development, talent management, leadership development and organizational alignment. Prior to running his own company, he was the director of organization development for Mattel, where he helped leaders improve their organizations by involving as many people as possible to maximize ownership, commitment and engagement. This included team building and team development, creating vision and strategy, improving processes, and building business cultures that best support the overall mission of the company. Prior to Mattel, Ken was vice president of human resources for Bowne Business Solutions, where he was a member of the senior team that managed the company through an Initial Public Offering. Before Bowne, Ken was director of organizational development for RR Donnelley & Sons Company. His experiences include IPOs, mergers and acquisitions, large-scale organizational transformations, employee involvement and self-directed initiatives, executive development, talent management and succession planning, organizational design, and human resources systems alignment. Ken holds a bachelor’s degree in communication from The Ohio State University and an M.S. degree from William Paterson College of New Jersey.

Anne Hill is senior vice president, chief human resources and communications officer for Avery Dennison Corporation. She joined Avery Dennison in April 2007. In her role, Anne is responsible for providing overall leadership to the company’s global human resources organization and programs, including leadership and organization development, performance management, training, compensation and benefits, staffing, employee relations, HRIS, and affirmative action/diversity. Also reporting to her are the company’s global communications and integrated marketing communications organizations. Prior to joining Avery Dennison, Anne served as the head of human resources for Chiron Corporation, a $2 billion global biotech company based in Emeryville, Calif. Prior to that, she spent 13 years with Baxter Healthcare, a $9 billion medical device company, where her last role was heading global human resources for the bioscience division. Anne began her career with the John Lewis Partnership, a large British retailer. She holds a Bachelor of Science degree in economics from the University of Wales.
Edward Lawler, Ph.D., is Distinguished Professor of Business and director of the Center for Effective Organizations in the Marshall School of Business at the University of Southern California. He joined USC in 1978 and during 1979 founded and became director of the University’s Center for Effective Organizations. He has consulted with more than 100 organizations on employee involvement, organizational change and compensation and has been honored as a top contributor to the fields of organizational development, organizational behavior, corporate governance and human resource management. Dr. Lawler is the author of more than 350 articles and 43 books, and his articles have appeared in leading academic journals as well as Fortune, Harvard Business Review and leading newspapers, including USA Today and the Financial Times. His most recent books include Rewarding Excellence (2000), Corporate Boards: New Strategies for Adding Value at the Top (2001), Organizing for High Performance (2001), Treat People Right (2003), Human Resources Business Process Outsourcing (2004), Built to Change (2006), America at Work (2006), The New American Workplace (2006), Talent: Making People Your Competitive Advantage (2008), Useful Research: Advancing Theory and Practice (Berrett-Koehler, 2011), and Management Reset: Organizing for Sustainable Effectiveness (2011). Ed is the recipient of the highest research awards given by the University of Southern California, The Human Resource Planning Society, the Society for Human Resource Management, the Society for Industrial and Organizational Psychology, the Academy of Management, the American Society for Training and Development, and WorldatWork. Dr. Lawler has worked with many of the Fortune 500 firms as well as a number of government and nonprofit organizations. He currently serves on the SHRM Foundation Board of Directors. He earned his bachelor’s degree at Brown University and his Ph.D. at the University of California, Berkeley.

Jim Link oversees Randstad’s human capital strategy and manages the company’s organizational design and strategy, talent acquisition and employee relations. In his role as chief human resources officer at Randstad, 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 at the 2013 American Business Awards. As HR Executive of the Year, Jim Link also manages national operations. Jim also 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, NPR and FOX Business, among others. Prior to coming to Randstad, Jim held positions as general manager for human resources at Porsche and director of human resources at The Pillsbury Company. Jim earned his bachelor’s degree in public relations and master’s degree in organizational communication at Murray State University.
Ruth Milkman, Ph.D., is a sociologist of labor and labor movements, who has written on a variety of topics involving work and organized labor in the United States, past and present. Her early research focused on the impact of economic crisis and war on women workers in the 1930s and 1940s. She then went on to study the restructuring of the U.S. automobile industry and its impact on workers and their union in the 1980s and 1990s; in that period, she also conducted research on the labor practices of Japanese-owned factories in California. More recently, she has written extensively about low-wage immigrant workers in the U.S., analyzing their employment conditions as well as the dynamics of immigrant labor organizing. She helped lead a multi-city team that produced a widely publicized 2009 study documenting the prevalence of wage theft and violations of other workplace laws in Los Angeles, Chicago and New York. She also recently co-authored a study of California’s paid family leave program, focusing on its impact on employers and workers. After 21 years as a sociology professor at UCLA, where she directed the Institute for Research on Labor and Employment from 2001 to 2008, she returned to New York City in 2010. She is currently a professor of sociology at the CUNY Graduate Center and at the Joseph F. Murphy Institute for Worker Education and Labor Studies, where she also serves as academic director. Dr. Milkman held post as the visiting professor in the Labor Studies Program at the University of Massachusetts, Amherst, for four years. Dr. Milkman earned her bachelor’s degree in women and society and comparative literature at Brown University. She earned her master’s degree and Ph.D. in sociology at the University of California, Berkeley.

Federico Pistono is social entrepreneur, award-winning journalist, author, scientific educator, activist and public speaker. He holds a Bachelor of Science degree in computer science from the University of Verona, and in 2012 he graduated from Singularity University, NASA Ames Research Park. He’s founder and CEO of Esplori, whose mission is to provide a global, engaging online learning ecosystem where anyone can learn anything, anywhere—removing physical, language and financial barriers. He’s the author of the Amazon best-selling book Robots Will Steal Your Job, But That’s OK and the sci-fi novel A Tale of Two Futures. Federico has extensive experience with grassroots activism since the age of 19, having co-founded and coordinated social movements and nonprofits to promote sustainability around the world. He’s member of the Science Advisory Board of TEDxBologna, founder and honorary president of "Association Sustainable Society," founder of TEDxVerona, founder of Axlera and founder of The Zeitgeist Movement (TZM) Italy (TZM has half a million activists in more than 100 countries). He routinely tours around the world, lecturing at TEDx events, conferences, universities and symposia, such as the University of San Paolo, the University of Oslo, the International Education and Resource Network (iEARN) Summit, TEDxVienna, TEDxTaipei, TEDxBologna, TEDxTransmedia and Singularity University. He was interviewed by several newspapers, radio and TV outlets, and magazines, among which are The Huffington Post, The Wall Street Journal, Folha de S. Paulo (the most influential newspaper in Brazil), and RAI Italian National TV. He wrote for the Institute for Ethics and Emerging Technologies, The Work Foundation and Forbes magazine. Federico has 10 years of professional experience as IT manager, system administration with Unix and Linux systems, web developer and designer, director, editor, and screenwriter.
Jim Schultz, GPHR, SPHR, is Chevron Corporation advisor to the human resources vice-president, following a 30-year human resources career in a variety of Chevron operating companies and corporate HR staffs and positions. Chevron is one of the world’s largest integrated energy companies conducting business in exploration, production, refining and marketing of oil, gas, chemicals and renewable energies worldwide. Prior to his current position, Jim was vice-president of Global Downstream Human Resources, general manager HR Strategy & Capability, HR general manager Technology & Services, strategic planning manager, labor relations counselor and compensation manager among other senior positions in seven geographic locations. Jim has been published, has spoken and has been referenced in the area of HR business planning. A native of Davison, Mich., Jim graduated from Central Michigan University with a Bachelor of Science degree in secondary education and from Michigan State University with a Master of Business Administration degree prior to joining Chevron’s Human Resource Development Program in 1982. Jim is chair-elect of the Board of Directors of the SHRM Foundation, a former Advisory Board member of the HR Certification Institute, and a SHRM member since 1980.

Lynn Shotwell, Esq., has served as executive director for the Council for Global Immigration, formerly the American Council for International Personnel (ACIP), since 2004. She began her career at ACIP in 1996 as legal counsel and director of government relations. Lynn 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 ACIP, Ms. Shotwell practiced immigration law at Arent Fox and worked in the human resource department at Oldsmobile. She received her B.A. in international relations from Michigan State University and a J.D. from University of Michigan.

Daniel Sonsino joined Polycom in 2012 as vice president of talent management, learning and development. In this role, he builds individual, team and organizational capabilities across the globe in order to accelerate the company’s innovation and growth goals. His responsibilities include talent management, talent acquisition, organizational design, leadership development, learning, diversity, employee engagement, and performance management. Prior to joining Polycom, Daniel served as vice president of talent management, learning and development at Hewlett Packard, where he led the talent organization supporting a 27,000-person/$25B division of the company. Previously, Daniel led the corporate talent management function at Raytheon, where he was responsible for building a talent pipeline across the enterprise. His work was recognized externally by landing the first ever placement of the company on Fortune’s “Top Companies for Leaders” list. Daniel also brings senior-level experience
from Bank of America as vice president, learning and organizational effectiveness, and increasingly complex roles at Sun Microsystems, Click2Learn and Maxwell Technologies. He has more than 20 years of professional experience and has served in global human resource roles for public, private and consulting companies throughout his career. Daniel holds a bachelor’s degree in sociology from Ithaca College and a master’s degree in educational technology from San Diego State University. He is based in San Jose, Calif.

Padma Thiruvengadam, CVP, strategic initiatives & operational excellence and chief human resources officer, joined Integra Life Sciences in September 2011. As CHRO, Padma is responsible for providing leadership in developing and executing human resource strategy in support of the overall business plan and strategic direction of the organization. She also leads the strategic initiatives and operational excellence functions for the company, with a focus on delivering on the company’s long-term strategy and improved performance. Prior to joining Integra, Padma was vice president, oncology Asia-Pacific/Canada operations, at Pfizer. She led business integration of Wyeth for Oncology globally after starting with Pfizer as the VP, human resources, for global oncology. Earlier in her career, Padma held HR leadership roles at Bank of America, Loral Space & Communication and Bowne & Co. Padma is a senior executive with proven track record in developing and implementing leading-edge business and people strategy solutions by integrating market dynamics, product and process technologies, innovative business solutions, and operational excellence to achieve exceptional financial performance and industry leadership. Padma has completed a master’s program from Madras University and received a Bachelor of Arts degree from Osmania University.