

# Shining Bright

This year's *HRO Today* Superstars are leading the charge in HR transformation and innovation at their organizations.

By The Editors

We are living in an age of immense disruption. Digital transformation is a top concern in boardrooms across the world, with companies developing and adopting new technologies to reinvent themselves, deliver more value to their customers, and remain relevant in today's high-paced business climate. Low unemployment and a candidate-driven job market are forcing organizations to reevaluate their approach to talent acquisition and people management. Globalization and an increasingly diverse and connected workforce are transforming the way businesses are run—and HR is at the forefront.

This year's *HRO Today* Superstars have a proven track record of innovating, challenging the status quo, and redefining the new normal for HR. All the leaders featured on these pages have worked to deliver technologies, solutions, and strategies to uplift each employee while supporting organizational goals.

Our roundup recognizes three categories of leadership because each has a significant impact on the successful management of human capital: Providers, Practitioners, and Consultants/Advisors/Analysts/Academics/Investors/Thought Leaders. Superstars were nominated externally and by the *HRO Today* staff.

## PROVIDERS

## TALENT ACQUISITION


**Patrick Beharelle**  
**Chief Executive Officer**  
**TrueBlue**

Patrick Beharelle has served as TrueBlue's Chief Executive Officer (CEO) and member of its board since September. Previously, he was president and chief operating officer (COO), leading global operations, business development, technology and human resource functions across TrueBlue's PeopleReady, PeopleScout, and PeopleManagement businesses. Elected president and COO in 2015, Beharelle led TrueBlue's digital transformation, including the introduction of its JobStack and Affinx applications, which are still unmatched in the staffing industry. Beharelle joined TrueBlue as president and COO of the company's Outsourcing Solutions group, following its 2014 acquisition of Seaton. During his six years as CEO of Seaton, the company experienced more than 95 percent customer retention and more than 20 percent annual organic revenue growth.


**Amy Bush**  
**President**  
**Sevenstep**

Amy Bush is President of Sevenstep and has worked in the talent acquisition industry for nearly 20 years. She joined Sevenstep in 2014 and has spearheaded the company's expansion into Europe, Asia-Pacific, and Latin America, as well as doubling its revenues during her time with the company. Bush's focus on empowering her teams and developing young talent acquisition professionals enables Sevenstep to provide meaningful careers to recruitment veterans and newcomers alike. The company has an annual internal promotion rate of 60 percent and an unheard-of employee retention rate of 94 percent.

SEVENSTEP


**Mike Dachenhaus**  
**Director of Operations**  
**Yoh**

Mike Dachenhaus has over 15 years of RPO and recruitment industry experience. He has consistently brought value to clients by evaluating and transforming recruitment processes through re-engineering, technology selection and implementation, and project management expertise. His expertise with emerging recruitment technology, sourcing strategies, and operational effectiveness has produced countless cost savings and increased recruitment performance. He is also a recognized talent acquisition thought leader and has led the successful transformation of numerous talent acquisition delivery programs. Dachenhaus is the Director of Operations at Yoh.


**Paul Harty**  
**Chief Solutions Officer**  
**Sevenstep**

Paul Harty has been with Sevenstep since the company was launched in 2007, having previously been part of the leadership team at its parent company, Motion Recruitment Partners. He served as President of Sevenstep for 11 years, overseeing its evolution to become one of the world's leading recruitment process outsourcing providers. In July 2018, he assumed the newly created role of Chief Solutions Officer. In this position, he leads Sevenstep's development of leading-edge technologies, products, and solutions for talent acquisition clients—including the advancement of its proprietary predictive analytics platform, Talent Actionable Intelligence™.

SEVENSTEP



## PROVIDERS

## TALENT ACQUISITION


**Ralph Henderson**  
**President of Professional Services and Staffing**  
**AMN Healthcare**

Ralph Henderson, President of Professional Services and Staffing for AMN Healthcare, is responsible for leading client services and the sales and financial performance of AMN staffing businesses that comprise nurse, allied, and locum tenens. Henderson joined AMN as President of Nurse Staffing in September 2007. In February 2009, he was appointed to the position of President of Nurse and Allied Staffing and in February 2012, he was named President of Healthcare Staffing as he assumed executive leadership for all temporary staffing divisions. He holds a Bachelor of Science degree in business administration from Northern Arizona University.


**Greg Karr**  
**Executive Vice President**  
**Sevenstep**

Greg Karr is Executive Vice President of Sevenstep. He has more than 20 years of experience in the talent acquisition profession and currently leads the company's client acquisition and business development strategies. Since moving to Sevenstep from its parent company, Motion Recruitment Partners, Karr has played a vital role in driving its growth to become a global RPO powerhouse. Under his business development leadership, the company has built its roster of client partners to include some of the world's leading brands in financial services, healthcare, technology, transportation and logistics, media, manufacturing, and business services—across the Americas, Europe, and Asia-Pacific.

SEVENSTEP


**David Ludolph**  
**Executive Leader, the Americas**  
**PeopleScout**

David Ludolph, Executive Leader for the Americas, has more than 15 years of talent acquisition and RPO leadership experience. He is a results-oriented senior executive committed to building client tenure and leading an organization that drives revenue growth. Prior to joining PeopleScout, Ludolph was an Operations Director at Spherion and served five years in the United States Air Force. At Spherion, he successfully managed several accounts from sales cycle, implementation, and go-live with 100 percent SLA attainment, 100 percent client satisfaction, and 100 percent referenceability. He holds a bachelor's degree from Hawaii Pacific University.


**Jonathan Means**  
**President**  
**TrueBlue's PeopleManagement Division**

Jonathan Means is the president of TrueBlue's PeopleManagement division, which includes Staff Management | SMX, Centerline Drivers, and SIMOS insourcing solutions. In his role, he leads global operations for the group's service lines, including onsite workforce management (OWM), recruitment and placement solutions (RPS), and engineering-based labor management, as well as staffing for commercial drivers. Through his leadership, Staff Management | SMX has been named an Inavero 2018 Best of Staffing® client award winner. Before joining TrueBlue in 2015, Means held senior leadership positions at ManpowerGroup and Kelly Services. He holds a Bachelor of Arts degree from Michigan State University and an MBA from Wayne State University.





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## PROVIDERS

## TALENT ACQUISITION



**Taryn Owen**  
**President**  
**PeopleScout**

Taryn Owen is the President of PeopleScout, an award-winning RPO, MSP, and total workforce solutions provider. Owen is responsible for PeopleScout's global service delivery and business development strategy. She has led the company's acquisition of Aon Hewitt's RPO division and Australian RPO provider HRX and the integration of Staff Management I SMX's MSP division. In addition, she led the launch of Affinix, a mobile-first, cloud-based platform that creates a consumer-like candidate experience and streamlines the sourcing process for clients. Owen also led the acquisition of U.K.-based RPO and recruitment marketing provider TMP Holdings Ltd. in June 2018, significantly increasing PeopleScout's U.K. client base and workforce.



**Kim Pope**  
**Executive Vice President of Global Client Solutions**  
**WilsonHCG**

Kim Pope leads the global delivery team to develop cutting-edge solutions to help WilsonHCG's clients create proactive talent acquisition strategies that fuel growth and innovation. She has more than 15 years of experience in talent acquisition and recruitment process outsourcing. As a member of WilsonHCG's executive leadership team, she collaborates with colleagues to ensure operational and process excellence. She drives WilsonHCG's operational strategy and has been instrumental in building the framework for many of the company's global partnerships. She is a thought leader in her industry.



**Susan R. Salka**  
**Chief Executive Officer and President**  
**AMN Healthcare**

Susan Salka is CEO, President, and Director of AMN Healthcare Services. Under her leadership, AMN has become the largest and most diversified healthcare staffing company in the nation. Salka is passionate about corporate social responsibility, diversity and inclusion, and gender equality. She participates in many of the company's community initiatives, including the annual medical and community development trip to Guatemala. As one of the top 25 NYSE female CEOs, she is also an advocate for promoting women in leadership and the boardroom. AMN is part of the Bloomberg Gender Equality Index and Human Rights Campaign Foundation Corporate Equality Index. Salka serves on the board of directors of McKesson, a Fortune 500 company, as well as the Executive Committee of the Healthcare Leadership Council, a coalition of CEOs from the nation's top healthcare companies dedicated to improving healthcare delivery and accessibility by working with each other and legislators.



**Jennifer Torres**  
**Client Portfolio Leader, MSP**  
**PeopleScout**

Jennifer Torres has more than 12 years of experience as a partner to Fortune 100 companies seeking managed workforce solutions. Her creativity and innovation helped some of the country's largest financial and technology institutions launch and develop workforce operations into industry-leading programs. Prior to joining PeopleScout, Torres had executive oversight for Pontoon's largest financial global MSP operations. During her almost decade of service with Pontoon, she held various leadership roles in client delivery and program operations. Torres is personally passionate about involvement in volunteerism, diversity networks, and with disability affinity groups that have a greater positive impact on the communities they operate in. She attended the University of North Carolina in Charlotte and is an avid international traveler.





# PROVIDERS

## TALENT ACQUISITION



### **John Wilson** Founder and Chief Executive Officer **WilsonHCG**

John Wilson is the CEO of WilsonHCG, a multi-award winning talent solutions firm with a global footprint that spans six continents and 37 countries. Since founding WilsonHCG in 2002, Wilson has redefined the RPO model with a strong focus on building better companies through innovative talent solutions. This revolutionary approach has seen WilsonHCG become a true partner for client talent acquisition programs for some of the world's most admired brands. Wilson's innovative nature and extensive experience in the RPO industry has led to him becoming a respected authority throughout the global workforce solutions community.



### **Mike Yinger** Global Leader of Growth and Strategy **PeopleScout**

Michael Yinger, Global Leader of Growth and Strategy at PeopleScout, is responsible for global sales results and organizational strategy. He has delivered positive results, dealt with senior-level clients, and established efficient organizations in a number of different industries. He is well-versed in current enterprise-wide technologies and is capable of managing technical as well as strategic initiatives. Before joining PeopleScout, Yinger was a Global RPO Delivery Lead at Aon Hewitt, responsible for the delivery of RPO services to multiple global clients. He holds a bachelor's degree from the University of California at Santa Cruz and an MBA from the University of California at Berkeley.



Greg Barber

Managing Director of RPO, EMEA

Allegis Global Solutions



Rosaleen Blair

Founder and Chief Executive Officer

Alexander Mann Solutions



Ryan Carfley

President and Chief Executive Officer

Personify



Jade Clifford

Executive Director of RPO Operations, EMEA

Allegis Global Solutions



Jerry Collier

Director of Global Innovation and Client Success

Alexander Mann Solutions



Mark Condon

Managing Director of Global Client Solutions

Allegis Global Solutions



Courtney Cook

Vice President of Strategic Development, RPO

Korn Ferry



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## PROVIDERS

## TALENT ACQUISITION

	Teresa Creech	Chief Executive Officer	Talentwave
	Eugene A. Cutolo	President and Chief Executive Officer	Advantage Resourcing America Inc.
	Ross Donovan	MSP and RPO Director	Advantage Resourcing Inc.
	Pip Eastman	Managing Director of APAC Solutions	Korn Ferry
	Janet Elkin	President and Chief Executive Officer	GHR Healthcare
	Curtis Grajeda	Founder and Managing Partner	LevelUP
	Neil Griffiths	Vice President of Global Brand, Marketing, and Communications	Korn Ferry
	Stacie Habegger	Chief Sales Officer	AgileOne
	Rebecca Henderson	Group President of the Talent Solutions Group, Randstad US and Chief Executive Officer	Randstad Sourceright
	Lori Hock	Chief Executive Officer, Americas	Hudson RPO
	Janice Bryant Howroyd	Founder and Chief Executive Officer	ActOne
	Kimberley Hubble	Chief Executive Officer, Asia Pacific	Hudson RPO
	Pat Klaman-Rock	Vice President of Business Development	Randstad Sourceright
	Cory Kruse	President	Orion Novotus
	Darren Lancaster	Chief Executive Officer, EMEA	Hudson RPO



## PROVIDERS

## TALENT ACQUISITION

	Bob Lopes	President of North America Operations	Randstad Sourceright
	Jeanne MacDonald	Global Operating Executive and President of Global Talent Solutions	Korn Ferry
	Sue Marks	Founder and Chief Executive Officer	Cielo
	Byrne Mulrooney	Chief Executive Officer	Korn Ferry RPO, Professional Search, and Products
	Alfonso Nunez	Managing Director of Business Development and Client Solutions, APAC	Allegis Global Solutions
	Seb O'Connell	Executive Vice President and Managing Director of EMEA and APAC	Cielo
	Laurie Padua	Partner and Director of Global Consulting Services	Talent Collective
	Julia Robertson	Chief Executive Officer	Impellam Group
	Christian Scandella	Senior Vice President of Latin America	Cielo
	Miguel Terrizano	Senior Partner	Pierpoint International
	Jeremy Tipper	Director of Consulting and Innovation	Alexander Mann Solutions
	Sarah Wong	Vice President	Allegis Global Solutions
	Kristen Wright	Chief Marketing Officer and Executive Vice President	Cielo



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## PROVIDERS

## SCREENING

**Michael Chalenski**  
**President and Chief Executive Officer**  
**CSS Inc.**

Michael Chalenski founded CSS Inc. in 1999, following a career as a defensive lineman in the NFL. Chalenski's entrepreneurial vision and commitment to delivering innovative, customized solutions have grown CSS into an industry leader in employee screening services, including background checks, drug testing, monitoring, and compliance consulting. CSS was recognized by the Philadelphia Business Journal as one of the top 100 fastest growing companies in the region. In addition, Chalenski has instilled a company-wide passion for customer service excellence, leading CSS to be ranked as a top provider in *HRO Today's* Baker's Dozen Customer Satisfaction Ratings for Pre-Employment Screening for the past three years. Chalenski believes in giving back to the community and is active with several charitable organizations, including the Juvenile Diabetes Research Foundation (JDRF).

**Brian Chapman**  
**Partner and Chief Executive Officer**  
**MBI Worldwide Background Checks and Drug Screening**

Brian Chapman is Partner and CEO at MBI Worldwide Background Checks and Drug Screening, a leading employment background screening company. He is responsible for fine-tuning MBI Worldwide into a national brand and leader in the employment background screening industry. Chapman is a founding member of the National Association of Professional Background Screeners and past chair for the Background Screening Credentialing Council, the Accreditation Board for NAPBS. He is considered an industry expert in employment screening practices and the FCRA. He is an expert in consumer protection, legal compliance, client education, researcher and data product standards, and verification service standards.

**Richard Kurland**  
**Founder and CEO**  
**Employment Background Investigations**

Richard Kurland is the Founder and CEO of Employment Background Investigations, better known as EBI, this year's best overall enterprise screening provider in *HRO Today's* Baker's Dozen survey. Since 1994, he has focused on creating the best culture in the industry, knowing it would be key to delivering the "wow" experience to clients. "By investing in employees and seeking the best and brightest in the industry for our team, success comes naturally," said Kurland. Clients seem to agree, as EBI was also voted best in quality of service and breadth of service categories in the survey. What's next? "We're going to continue to innovate and produce the highest quality product on the market. Most importantly, EBI will continue to invest in its employees - the very people who deliver the wow experience each and every day. Only happy people deliver happy."

**Scott Staples**  
**Chief Executive Officer**  
**First Advantage**

Scott Staples is an innovative leader who understands the value of technology and its power to transform businesses. At First Advantage, he has implemented agile development methodology and encouraged the use of open API architecture and robotic process automation to decrease turnaround times and increase customer-facing analytics. Under his guidance, First Advantage is leading the background screening industry in technical innovation and product excellence.





## PROVIDERS

## SCREENING



Sheila Benson

Chief Executive Officer

Employment Screening Services Inc.



Wallace Davis

Founder and Chief Executive Officer

Peopletrail



Mary Delaney

Chairman

CareerBuilder Employment Screening



Ben Goldberg

Chief Executive Officer

CareerBuilder Employment Screening



Jerome Klajbor

Chief Executive Officer

Intellicorp Inc.



Kevin Olson

Chairman and Chief Executive Officer

Universal Background Screening



James Owens

President and Chief Executive Officer

Cisive

## RELOCATION

**Barry Morris**  
**President and Chief Executive Officer**  
**CapRelo**

As President and CEO of CapRelo, Barry Morris oversees business development and growth, client relations, finance, product management, and global operations. He ensures that resources are aligned to deliver value to the company's core customer groups—clients, transferring employees, suppliers, affiliates, and CapRelo's own staff. He is leading an organization focused on delivering a combination of leading edge technology and "white glove" personal care. Prior to his arrival at CapRelo in 2017, Morris held prominent leadership roles for global telecom and technology organizations such as Dell EMC, Polycom, Cogent Communications, and Nortel Networks. He holds a Bachelor of Arts degree from the University of Georgia and is an active member in key industry groups and government associations.


**Timm Runnion**  
**Chairman and Chief Executive Officer**  
**MSI Global Talent Solutions**

As Chairman and CEO of MSI Global Talent Solutions, Timm Runnion has set the company's strategic vision and direction, forging a global human capital organization with a laser-like focus on providing extraordinary value to clients. As an internationally recognized thought leader in the human capital space, Runnion has propelled MSI to a distinctive position in the industry: an independent company operating in over 190 countries. He has also founded successful companies in the mortgage, logistics, business solutions, natural resources, and manufacturing sectors. Runnion holds memberships in numerous industry organizations and was a participant in Inc. magazine's prestigious Birth of Giants program for young entrepreneurs, founders, and owners of growing companies. He serves on the boards of Easter Seals of New Hampshire and the Farnum Center, a drug and alcohol rehabilitation facility.





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## PROVIDERS

## RELOCATION



**Randy L. Wilson**  
**President and Chief Executive Officer**  
**NEI Global Relocation**

Randy Wilson's leadership has shaped the growth of NEI from a startup operation in 1985 to a global company offering global mobility services to over 60 percent of its clients, including 23 Fortune 500 and 47 Fortune 1000 organizations. She led the opening of global offices in Switzerland and Singapore to support NEI's growing presence in the EMEA and APAC regions. Wilson fully supports her information technology division to continuously advance the company's digital impact on the industry with tools that support NEI's mission to consistently deliver service exceeding expectations. Recognized as an industry leader and "Best in Class" organization, NEI continues to receive accolades and awards from clients, industry surveys, and relocating employees under her guidance and direction.



Dave Bencivengo

President

Weichert Workforce Mobility



Bill Graebel

Chairman and Chief Executive Officer

Graebel Companies Inc.

## RECOGNITION



Steve Maritz

Chairman and Chief Executive Officer

Maritz



Mia Mends

Chief Executive Officer

Inspirius, a Sodexo Group Company



Eric Mosley

Co-Founder and Chief Executive Officer

Globoforce



David Petersen

President and Chief Executive Officer

O.C. Tanner



Mike Ryan

Senior Vice President of Client Strategy

Madison Performance Group



Charles Scherbaum

Chief Analytics Officer

Rideau Recognition Inc.



Phil Stewart

Chief Executive Officer

Engage2Excel



Aris Zakinthinos

General Manager and Chief Technology Officer

Achievers



## PROVIDERS

## LEARNING



Beverly Kaye

Founder and Chairwoman

Career Systems International



Bob Nelson

President and Chief Executive Officer

Nelson Motivation Inc.



Wendy Tam

Founding Partner and Principal Consultant

Flame Centre

## TECHNOLOGY



Johnny Campbell

Co-Founder and Chief Executive Officer

Social Talent



Colin Day

Founder and Chief Executive Officer

iCIMS



Jason Ezratty

Co-Founder, President, and Chairman

Brightfield Strategies



Kathryn Minshew

Founder and Chief Executive Officer

The Muse



Martin Mucci

President and Chief Executive Officer

Paychex Inc.



David Ossip

Chairman and Chief Executive Officer

Ceridian HCM Inc.



Les Rechan

President and Chief Executive Officer

Solace Systems Inc.



Shelly Singh

Co-Founder and Chief Business Officer

PeopleStrong



Diane Smith

Co-Founder and Chief Executive Officer

gr8 People Inc.



Peter Wiedemann

General Manager of Talent Acquisition

Lumesse