

Q3 Snapshot of Global HR Trends and Moves

Americas:

- **Darin Conselyea** joins **Barclays** as HR Director for Global Market Operations and COO & Functions Americas Lead. He previously served as Head of Talent Management at Prudential Financial.
- **Molly Ahern** joins **Barclays** as Global Head of Recruiting for Banking and Corporate Banking, Americas Market Lead from Heidrick & Struggles where she sat in the Financial Services Practice Group.
- **Joy McCune** joins **Boston Private** as CHRO from Boston Financial Data Services where she served in a similar capacity.
- **Christopher Lopez** joins **Burberry** as Head of Compensation & Benefits Americas from Primark where he was Head of US Compensation & Benefits.
- **Brian Ro** is named the Head of HR Operations & Total Rewards at **Checkr** from Ripple where he was the Director of Compensation and Benefits.
- **Jennifer Bailey** joins **Cognosante** as Chief People Officer from Perspecta where she was Head of Human Capital.
- **Kathy Eastwood** is promoted to Chief People Officer at **Data Intensity**. She previously served as Head of Business Operations.
- **Smita Pillai** joins **Dow Jones** as Chief Diversity and Inclusion Officer from Prudential Financial where she served as Head of Diversity & Inclusion.
- **Joseph Giglia** is appointed CHRO for **ECMC Corporation**. He was previously at The Buffalo News where he served as Head of HR and General Counsel.
- **Martin Coyle** joins **Entercom** as Head of HR from XL Catlin, where he was the Head of HR for Global Technology.
- **Steffen Landauer** joins **Evercore** as Head of Learning & Development. He was previously an interim L&D Consultant.
- **West Ludwig** joins **First Citizens Bank** as CHRO from MZ where he was Head of HR.
- **Erika Irish Brown** joins **Goldman Sachs** as Chief Diversity Officer from Bloomberg where she served as Global Head of Diversity & Inclusion.
- **Diana Scott** joins **Guardian Life** as CHRO. She previously served in a similar capacity for Prologis.
- **Ellie Shephard** joins **JLL** as Regional Head of HR from JPMorgan Chase where she was Executive Director for HR.
- **Eva Andres** joins **Juniper Networks** as CHRO. She previously served in a similar capacity at Virtustream.
- **Michele Meyer-Shipp** joins **KPMG** as Chief Diversity & Inclusion Officer from Akin Gump Strauss Hauer & Feld LLP where she served as Chief Diversity & Inclusion Officer.
- **Monica Friedman** joins **LCS** as CHRO from Nationwide where she served as Head of HR.
- **Pamela Kimmert** joins **Manulife** as CHRO from Cardinal Health where she served in a similar capacity.
- **Daphne Hoytt** is appointed US Chief Diversity & Inclusion Officer at **MSLGroup**. She was previously North America Consumer Practice Director.
- **Vernā Myers** joins **Netflix** as Head of Inclusion Strategy having previously led global D&I projects for a variety of organizations.
- **Liane Hornsey** joins **Palo Alto Networks** from Uber, where she served as Chief People Officer.
- **Tracey Grabowski** is appointed CHRO at **Procter and Gamble**. She was previously Head of HR for North America.
- **John Benson** is promoted to CHRO at **Skanska USA**. He currently serves as Head of HR, Communications and IT (Infrastructure Development).
- **Sharon Rybak** joins **Sullivan & Cromwell LLP** as Director of Legal Recruiting from BNP Paribas where she was Head of US Experienced and Campus Talent Acquisition.
- **Mary Ellen Mullins** joins **Taco Bueno** as Chief People Officer from Sonic Restaurants where she was Director of HR.
- **Annella Heytens** joins **The Coca Cola Company** as Chief People Officer from Cisco where she was Head of HR.
- **Anilu Vazquez-Ubarri** joins **TPG Global** as CHRO from Goldman Sachs where she was Chief Diversity Officer & Global Head of Talent.

LATEST WHITEPAPER
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Despite significant investment and profile, corporate Diversity & Inclusion (D&I) remains a war of attrition, with women leading only 4% of the world's largest banks, 3% of food processing companies and 6% of the world's largest pharmaceutical companies.

In this whitepaper we examine the current state and some of the challenges associated with corporate Diversity & Inclusion, whilst concluding with suggested strategies for change.



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- [Katrina Jones](#) joins **Twitch** as Head Of Diversity And Inclusion from Vimeo, where she was a Director of Diversity & Inclusion.
- [Sudarshana Rangachary](#) joins **Twitch** as CHRO from Gap where she was Head of HR.
- [Abuzar Atieque](#) joined **Twitter** as the Director of the Employee Support Center from PayPal where he was the Director of People Technology.
- [Edwin Linares](#) joins **Uber** as Head of Executive Compensation from Charles Schwab, where he was Managing Director of Executive Compensation.
- [Nikki Krishnamurthy](#) will join **Uber** as Chief People Officer from Expedia where she served in a similar capacity.
- [Ismat Aziz](#) joins **US Bank** as CHRO from Sprint where she served in a similar capacity.
- [Carey Martin](#) will be promoted to Head of Global HR at **Whirlpool Corporation** after the retirement of the incumbent, David Binkley. She currently serves as Head of HR for North America.

EMEA:

- [Aylin Somersan Coqui](#) is appointed CHRO at **Allianz**. She previously served as CEO of Allianz Turkey.
- [Christian Finckh](#) is promoted to Global Business Development Director at **Allianz** having previously served as CHRO.
- [Helen Challis](#) joins **AmTrust International** as Group Head of HR from Bank of Cyprus UK where she was Chief People Officer.
- [Sarah Cawdron](#) joins **AXA Partners** as Head of HR Transformation from Domestic and General where she was Senior HR Business Partner.
- [Anna Janczak](#) is appointed Head of Leadership & Talent at **Barclays** having previously served as Head of Diversity & Inclusion at Prudential.
- [Lucy Clough](#) joins **boohoo.com** as Group HR Director from McDonald's where she was HR Director, UK & Ireland.
- [Daniel Rider](#) joins **BT** as HR Director for Group Finance and Strategy & Transformation from Barclays where he was HR Director.
- [David Heffernan](#) joins **Capco** as CHRO from IBM where he served as Head of HR for Global Business Services in Europe.
- [Simon Bridges](#) joins **Chanel** as Head of Global Compensation from HSBC where he was Head of Performance & Reward for Global Commercial Banking.
- [Radika Abeydeera](#) joins **Deloitte** as Associate Director Financial Services Reward from Prudential UK where he served as UK Head of Reward.
- [Andrew Singh](#) joins **Equiniti** as People Director from Jefferies where he was European Head HR for Investment Banking.
- [Jason Yeldham](#) joins **Euroclear** as HR Business Partner. He was previously Global HR Business Partner for ICG (Sales), Structuring, and Global Credit Trading at Deutsche Bank.
- [Mark Hudson](#) joins **First Abu Dhabi Bank** as Head of HR for Corporate & Investment Banking from Nomura where he was Chief Operating Officer for HR and Head of HR for the UK.
- [Daniel Fisher](#) joins **Hamilton Insurance Group** as Global Head of HR from ISDA where he served in a similar capacity.
- [Julie Thomas](#) joins **Hogan Lovells** as Global Head of Diversity, Inclusion & Wellbeing from Zurich Insurance Company where she was Global Head of Diversity, Inclusion & Wellbeing.
- [Paul Bennett](#) is promoted to Global Head of Resourcing – Global Banking and Markets at **HSBC**. He previously served as Senior Manager, Global Resourcing – Host Technology.
- [Kim Schweitzer](#) joins **IHS Markit** as Global Head of Compensation from NatWest Markets, RBS where she was Director of Reward.
- [Alan Moore](#) joins **Inmarsat** as Director of Reward and Recognition from the London Stock Exchange where he was Group Reward Manager and Head of Reward for London Clearing House.
- [Pamela Godson](#) joins **Lancashire Insurance Group** as Group Head of HR from Markel International where she was Senior HR Manager.

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EMEA:

- **Nicolas Clerc** is promoted to Head of HR for Private Banking at **Lombard Odier Group** having served as Head of Strategic Talent Acquisition.
- **Deirdre McCann** joins **MOO** as Head of Talent Acquisition. She previously served as Global Recruitment Lead for HSBC Digital.
- **Caroline Syant** is appointed Head of HR Products for EMEA at **Morgan Stanley**. She previously served as Head of Reward for EMEA at Goldman Sachs.
- **Mark Howarth** joins **Philip Morris International** as Director of People & Culture Analytics from EY where he was a Director Global Workforce Analytics, HR Transformation, Talent Management and Change.
- **Ali Humphries** joins **Provident Financial Group** as Group HR Director from Rothesay Life where she was Chief People Officer.
- **Louise Ablewhite** joins **Publicis Health** as Talent Business Partner from Y&R London where she was HR Director.
- **Nicola Parker** joins **Quilter** as Head of HR, Quilter Investors from Russell Investments where she served as EMEA Head of HR.
- **Jan Stancliffe** joins **Schroders** as Learning & Development Business Partner from Pearson where she served as Global Program Director, L&D.
- **Jayne Franks** joins **Sotheby's** as European Head of HR from Barclays where she was Head of HR for Private Banking and Overseas Services.
- **Laura Hagan** joins **Tate & Lyle** as CHRO. She previously served as Global HR Director at Dyson.
- **Alison Horner** is promoted to CEO, Asia at **Tesco** having previously served as Chief People Officer.
- **Caroline Knoeri** joins **Vontobel** as Head of Corporate HR from Google where she was Director, People Operations, Tech and Cloud businesses, EMEA.
- **Suresh Banarse** joins **Wahaca** as People Director from Gaucho's Argentinian & Cau Restaurants where he was Global HR Director.
- **James Edgar** is appointed as Global Chief Talent Officer at **Wavemaker**. He was previously Chief Talent Officer, Market Development.
- **Stefanie Foulerton** joins **Zurich Insurance** as Head of Reward & Performance from Allianz where she was Head of Performance & Reward.

APAC:

- **Ryan Lynch** joins **Arqaam Capital** as Group Head of HR from SHUAA Capital where he was Group Head of HR.
- **Vinay Razdan** joins **HDFC Bank** as CHRO having previously served in a similar capacity at Idea Cellular Ltd.
- **Ian Schlich** joins **Lootah Holding** as Group HR Director from Actis where he was interim Head of HR.
- **Chee-Wei Tan** is appointed Global Head of HR for **Shell Energy**. He was previously Head of HR for Shell Lubricants, Asia Pacific and the Middle East.
- **Kevin Smart** joins **Susquehanna International Group** as Head of HR for APAC from Commonwealth Bank where he served as Head of HR for Wealth Management.
- **Farid Basir** is appointed Chief Human Capital Officer at **Telekom Malaysia** from Bank Rakyat where he served in a similar capacity.

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Meet the team!



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