

# Human Resources— Moves and Trends in the Market

Q4 2009



Welcome to *Human Resources—Moves and Trends in the Market*, the third report issued by Russell Reynolds Associates' North American Human Resource Officers Practice, representing a snapshot of HR trends, projections and moves within the past quarter.

In the fourth quarter, we continued to see an increase in the emphasis and importance of human resources, the impact that human capital has on an organization and the consistent need to hire business minded human resources leaders. Organizations across all sectors appeared to be in the early stages of recovery and are beginning to plan for growth. While we saw a slowing of Chief Human Resource Officer movement toward the end of the quarter, we continued to see an emphasis in talent acquisition roles, and began to see an increase in hiring for divisional HR leadership towards the end of the quarter. Talent management initiatives remain focused on leadership development, succession planning and performance management, and organizations continue to focus on talent retention. In addition to this, some companies are proactively building their talent pipeline with an influx of top-tier talent, even if specific roles are yet to be defined. These "talent sweeps" bring in a handful of future potential c-suite leaders and roles are defined around them.

CHROs and senior HR directors continue to play an increasingly important role in helping their organizations navigate the complex HR, talent management and compensation issues in this challenging economic environment. As a result, we have seen more HR leaders taking on outside director board seats because of their impact and increasingly important expertise in these areas. This trend recently appeared in *The Wall Street Journal* in a December article entitled "HR Executives Suddenly Get Hot; Profession Is in Demand for Board Seats as Firms Seek Guidance on Pay, Deals."

## Senior Human Resources Moves—Highlights from October through December 2009

### The Coca-Cola Company

- **Ceree Eberly** has been named Executive Vice President and Chief Human Resources Officer. Prior to assuming the role of Chief People Officer, Eberly served as Group Human Resources Director for Europe.

### Cooper Tire & Rubber Company

- **Brenda S. Harmon** has been appointed to the position of Senior Vice President of Global Human Resources and Communications. Previously, Harmon has served as Vice President of Human Resources for Contech Construction Products.

### CVS Caremark

- **Lisa Bisaccia** has been named Senior Vice President and Chief Human Resources Officer. Bisaccia was most recently Vice President, Human Resources for the company and has more than 30 years of human resources experience.

### Eaton Corporation

- **James W. McGill\*** has been named Executive Vice President and Chief Human Resources Officer. McGill previously served as President, Asia Pacific Region, and before that was Vice President – Eaton Business System.

\* Represents a line executive who has moved into the CHRO role.



## Kroger

- **Kathleen S. Barclay** has been named Senior Vice President, Human Resources, effective January 2010. She most recently headed global human resources for General Motors Corp., a position she held for more than ten years.

## LeapFrog

- **Sarah Shin** joined LeapFrog as Vice President, Human Resources. Shin joins LeapFrog from Apple, where she served as Director of Human Resources for Apple's Human Resources Corporate Strategy and Hardware Engineering Divisions.

## Lockheed Martin

- **John T. Lucas** was announced as the new Senior Vice President of Human Resources, succeeding Kenneth J. Disken, who is retiring following a distinguished 40-year career. Lucas joined Lockheed Martin in May 2009.

## Motorola Inc.

- **Michele A. Carlin** has been promoted to the position of Corporate Vice President, Human Resources. Prior to this role she was the Corporate Vice President Human Resources Global Rewards and HR Shared Services for Motorola.

## New York Life Insurance Co.

- **Barry Schub\*** has been appointed Senior Vice President in charge of Human Resources. Schub was most recently a senior executive in New York Life Investments, a wholly owned subsidiary, where he was responsible for overseeing retirement plan services, strategy and mergers and acquisitions.

## The New York Times Company

- **Todd C. McCarty** has been named Senior Vice President, Human Resources. Most recently, McCarty served as Senior Vice President, Global Human Resources.

## Novell

- **Russell Poole**, former Vice President and Senior Human Resources Partner, has been named Senior Vice President, Human Resources. Poole takes over for Scott Semel, who had served as acting Senior Vice President of Human Resources.

## Peoples United Bank

- **David Norton** has joined Peoples United Bank as Senior Executive Vice President and Chief Human Resources Officer. Norton joins People's United from his former position as Senior Vice President, Human Resources at The New York Times Company.

## Raymond James Financial Inc.

- **Pam Ward** has been named Vice President, Human Resources. She previously held the position of Director of Human Resources, North America at Stanford Financial Group.

## Starbucks

- **Kalen Holmes** has been appointed Executive Vice President, Partner Resources (Human Resources). Holmes most recently served as HR General Manager for the Entertainment and Devices division at Microsoft in Seattle.

## UBS

- **John Bradley** has been appointed Group Head of Human Resources at UBS. Bradley joins after 26 years with JPMorgan Chase, where he was most recently Global Head of Human Resources.

## Walgreen Co.

- **Kathleen Wilson-Thompson** has been named Senior Vice President and Chief Human Resources Officer at Walgreen Co. She joins the company from her former position as Vice President, Global Human Resources at Kellogg Company.

\* Represents a line executive who has moved into the CHRO role.

## North American Human Resource Officers Practice



**Jim Bagley** [New York]  
+1-212-351-2295  
james.bagley@russellreynolds.com



**Gregory Konstans** [Dallas]  
+1-469-232-3545  
gregory.konstans@russellreynolds.com



**Courtney Hagen** [New York]  
+1-212-351-2532  
courtney.hagen@russellreynolds.com



**Joanna Miller** [New York/Stamford]  
+1-212-351-2116  
joanna.miller@russellreynolds.com



**M. Jason Hanold** [Chicago]  
+1-312-993-0702  
jason.hanold@russellreynolds.com



**Jennifer Potter-Brotman** [Boston]  
+1-617-722-6230  
jennifer.potter-brotman@russellreynolds.com

### About Russell Reynolds Associates

**Leadership.** In today's global business environment, success is driven by the talent, vision and leadership capabilities of senior executives.

Russell Reynolds Associates is a leading global executive search and assessment firm with more than 300 consultants based in 39 offices worldwide. Our consultants work closely with public and private organizations to identify, assess and recruit senior executives and board members to drive long-term growth and success. We value teamwork, serving our clients with a collaborative approach that spans our international network of sector and functional experts.

Our in-depth knowledge of major industries and our clients' specific business challenges, combined with our understanding of who and what makes an effective leader ensure that our clients secure the best leadership teams for the ongoing success of their businesses. For more information, please visit us at [www.russellreynolds.com](http://www.russellreynolds.com).

