



**HR ROUNDTABLE.**  
THE HIGH TECHNOLOGY HUMAN RESOURCES SOCIETY

# 2nd Annual Global HR Conference

*Progressive HR Practices for the New World of Work and the Worker*

31 March 2017

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## Speaker Biographies




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Agenda and registration details: [www.carololsby.com/events/second-annual-global-hr-conference/](http://www.carololsby.com/events/second-annual-global-hr-conference/)

<p><b>Baker, Scott</b>  <b>VP, Global Human Resources   Inrix</b>  <b>Topic: 10 Innovative HR Technologies</b></p>	<p><b>Callison, Kendal</b>  <b>International HR Director   Tableau Software</b>  <b>Announcer &amp; Moderator</b></p>	<p><b>Claus, Lisbeth</b>  <b>Professor   Willamette University</b>  <b>Topic: The 100-year Life* and Its Impact on Career Management</b></p>
		
<p>Scott Baker is the VP of Global Human Resources at INRIX based in Seattle, where he has supported the growth the company for more than five years. He reports to the President &amp; CEO and is a member of the Executive Team. Scott has over 25 years of HR experience providing strategic leadership in high tech, R&amp;D, manufacturing, and service organizations at both the Corporate and Field level. For the seven years prior to INRIX, Scott was the Regional Director of Human Resources at Cintas Corporation and was based in Seattle and Cleveland, Ohio. Scott provided strategic leadership in the areas of recruitment, talent acquisition, training and development, employee relations, engagement, and workforce planning.</p> <p>Scott also provided HR leadership at Waste Management (Northwest Region), ID Certify (a hi-tech start-up in Seattle), Microsoft, General Electric, and Ford Motor Company. He has a Masters in Human Resources and Labor Relations (MHRLR) from Michigan State University and a Bachelor's Degree in Business Administration from the same university. He is certified as a Global Professional in HR (GPHR).</p>	<p>Kendal Callison, MBA, GPHR and SPHRI certified, is the Director of International Human Resources at Tableau, a global leader in rapid-fire, easy-to-use business analytics software. Prior to joining Tableau, Kendal was the Principal of Callison &amp; Associates, a consulting company which provided global HR services to multinationals. Kendal has over 20 years in the field of Human Resources, over 15 of which have focused on providing global leadership to companies expanding business activities outside of North America. Kendal is a co-founding member of the Global HR Consortium and has been an international HR subject matter expert volunteer with HRCI from 2012 to 2016. She is a past International Director on SHRM's WA State Council and a member of SHRM's Global HR Expertise Panel.</p>	<p>Lisbeth Claus is a Professor of Management and Global HR at the Atkinson Graduate School of Management, Willamette University and editor-in-Chief of the Global R Practitioner Handbook series at the Global Immersion Press. Dr. Claus has been published widely in academic and professional journals on subject matters related to global HR. She specializes on the implications for global organizations when their employees cross borders. She was co-author (with Dennis Bricsoe and Randall Schuler) of the 3<sup>rd</sup> edition of International Human Resource Management (Routledge, 2008). Considered a global expert on employer duty of care, she traveled to four continents to inform employers of their obligation to protect their business travelers, international assignees and dependents. She is the author of the 2009 Duty of Care White Paper - viewed today as a major impetus for putting duty of care on the map for global organizations. She authored the 2012 Duty of Care and Travel Risk Management Global Benchmarking Study – the first empirical study on duty of care for which she earned the EMMA award for research of the year. Her other research interests include performance management, HR analytics and developing a culture of health and wellness in global organizations.</p>




<p><b>Edward, Chuck</b>  <b>GM, Global Talent Acquisition   Microsoft</b>  <b>Topic: Employer of Choice - Deploying a Global Talent Acquisition Strategy</b></p>	<p><b>Harter, Diane L.</b>  <b>Senior Manager Human Resources  </b>  <b>Physio Controls</b>  <b>Committee Member</b></p>	<p><b>Hopkins, Martin – Partner   Eversheds</b>  <b>Topic: Brexit – EU Referendum Result – What will it mean to leave the EU?</b></p>
		
<p>Chuck Edward is currently the Head of Global Talent Acquisition for Microsoft. He has been with Microsoft since 2004 working in various leadership roles within HR. Chuck started as HR Director in the Microsoft Business Division (MBD), supporting the Unified Communications and Office Live groups and then spent 4 years leading HR for Microsoft’s Customer Service and Support (CSS) Organization.</p> <p>He received his Bachelor’s Degree in Psychology from the University of Wisconsin. Upon graduation, he worked as a psychiatric counselor at the Milwaukee Psychiatric Hospital specializing in teenage conduct disorder, eating disorders and depression. He then attended graduate school at the University of Minnesota and received a Master of Arts degree with a specialization in Human Resources Management.</p> <p>Chuck then entered an HR rotational program for 3M Corporation where he spent 2 ½ years. He rotated from headquarter assignments to manufacturing plants supporting union and non-union employees and dealt with contentious employee disputes (grievance volumes) and labor negotiations.</p>	<p>Diane L. Harter, M.A. is a seasoned Human Resources professional with over twenty years of HR management and strategic business expertise in a variety of industries and companies in the Northwest and globally that span medical devices, high-tech and consulting. She received a Master’s of Organizational Systems Design from Seattle University and a B.A. of Public Administration from the University of Michigan.</p> <p>Her responsibilities have included organizational development and change, leadership development, succession planning, employee relations and conflict resolution, benefits, compensation, human resources planning, and acquisition integrations.</p>	<p>For the past 25 years Martin has specialised in employment and labor relations law. He advises clients on high profile and strategically significant jobs which nowadays will feature either major transnational restructuring or M+A projects. The majority of his time, however, is spent travelling extensively in the US as an 'ambassador' for Eversheds and its international capabilities and working as 'client partner' (account manager) for clients such as Amazon, Cisco Systems, CSC, DS Smith Plc, Meraki, Microsoft Corporation, Starbucks Coffee Company and Symantec.</p> <p>Martin sees it as his responsibility to ensure that clients get what they want, where and when they want it and that they only ever experience the very best that Eversheds has to offer. Martin firmly believes that legal service providers need to align their delivery and billing systems in a completely different way and is proud to have designed and implemented some of the most radical systems that Eversheds has ever worked on.</p> <p>Martin speaks regularly at international events both on the future of legal service provision and substantive issues affecting labor and employment law around the world and is proud to have taken a number of radical event</p>

<p>Following 3M, Chuck was the head of HR for the Midwest region of Pizza Hut for 4 years at a time when the restaurants were owned by PepsiCo. There he led the people agenda and focused on talent acquisition and manager capability development for over 500 restaurants in 8 states. He also helped oversee the large-scale sales of corporate restaurants to franchisees.</p> <p>He was then the Head of HR Cigna Behavioral Health, a wholly-owned subsidiary of Cigna Corp, for 3 years where he partnered directly with the president with specific emphasis on talent management and creating the right people metrics and dashboards.</p> <p>Chuck enjoys spending time with his wife, daughter and son. He is an avid fly fisherman and a lifelong Green Bay Packer fan.</p>		<p>formats from conception through design to delivery. Martin is also a many times published author on technical labor and employment law issues.</p>
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<p><b>Kosova, Charisse, Director of Global Talent Development   IOR Global Services</b>  <b>Topic: Why are they sabotaging this project? Communication on Virtual Global Teams</b></p>	<p><b>Lund, Eunice</b>  <b>Senior HR Manager Global Sales, Marketing &amp; Operations   Microsoft</b>  <b>Moderator</b></p>	<p><b>Monaghan, Danielle Director, Head of Talent Acquisition - Consumer   Amazon</b>  <b>Topic: Employer of Choice - Deploying a Global Talent Acquisition Strategy</b></p>
		
<p>Charisse designs and facilitates face-to-face and virtual learning opportunities focused on developing intercultural communication skills, building multicultural teams, post M&amp;A integration, and building skills for addressing the challenges of today's complex global work environment. Charisse also oversees IORs network of professional intercultural trainers around the world. Charisse has lived and worked in the US, Morocco, Japan and the UK, as well as Ethiopia as a child. In London, she led the work exchange department for an international education organization, bringing education and industry together to train future international leaders. In Japan, she provided language and cross-cultural consulting for Japanese professionals for the manufacturing industry. Charisse also has a passion for work in the non-profit sector and served as the Training Coordinator at Literacy Chicago; Program Director at Literacy Austin; and a Peace Corps volunteer in Morocco for two years.</p> <p>Charisse holds a BA in Sociology / Journalism and Master's in Adult Education. She has studied French, Hebrew, Moroccan Arabic and Japanese. She is certified in several intercultural assessment instruments and holds ASTD certification in Workplace Learning &amp; Performance Coaching and in E-learning Design. She has been a presenter at SIETAR USA; HRMAC (Human Resources Management Association of Chicago); FEM; CERC and at conferences and meetings for IOR partner organizations.</p>	<p>As a global and progressive Human Resources Leader with over 19 years of experience in innovative technology business environments, Eunice Lunde is responsible for leading the Human Resources function for the Windows and Devices Group (WDG) at Microsoft. Her client business group is the The Universal Store team (UST) which builds the platforms, high-scale services, and user experiences that supports the millions of Microsoft customers that buy its biggest and fastest-growing products, like Xbox, Office, and Azure. Prior to her role in WDG, Eunice was the HR Lead for the World-Wide Marketing and Operations organization at Microsoft, Eunice spent time at Expedia and various software start-ups in the Seattle area managing global HR teams. Eunice is a University of Washington graduate and enjoys travelling the world, golfing, surfing, and spending time with her family.</p>	<p>Danielle Monaghan leads the talent acquisition team for Amazon's Consumer Division where she and her team of 400+ professionals attract and hire top technical and business talent globally. She has 20+ years of HR and TA experience living and working on three continents (Asia, Africa and the Americas, specifically North America). Prior experience includes leading the HR function for Cisco Systems, North Asia (Greater China, Japan and Korea), and Cisco Technical Services in San Jose, CA. She also lead the HR and TA functions for Microsoft R&amp;D in Greater China and Taiwan, as well as leading various TA functions, including executive recruiting for Microsoft in Redmond, WA previously. Danielle enjoys travel, good wine and food, sailing, reading, music and squash. She hopes to someday be good at her hobbies.</p>

<p><b>Mullaney, Eileen</b>  <b>Global Mobility Consulting Practice Leader   PricewaterhouseCoopers</b>  <b>Topic: Challenges of Modern Mobility - Are you ready?</b></p>	<p><b>Nelson, Matt</b>  <b>VP Corporate Controller   Tableau</b>  <b>Topic: Strategic Financial Leadership for Non-Financial Managers: Learning to know... what you don't know</b></p>	<p><b>Olsby, Carol</b>  <b>Managing Director   Carol Olsby &amp; Associates</b>  <b>Conference MC   Moderator   Announcer</b></p>
		
<p>Eileen is a principal in our global mobility practice and PwC's global mobility consulting leader. She has nearly 30 years of experience in overall global mobility program management. Eileen works with clients to maximize the effectiveness of their mobility programs, including the following areas:</p> <ul style="list-style-type: none"> <li>- Mobility policy development that is competitive in the marketplace and directly serves the organizational goals</li> <li>- Program cost analysis and benchmarking</li> <li>- Analysis of organizational structure, staffing models, and service delivery models for global mobility programs</li> <li>- Process design with a focus on risk minimization and controls</li> <li>- Mobility program effectiveness by aligning mobility strategy with business and talent strategies</li> <li>- Cross-function training sessions for implementation of new programs and processes</li> </ul> <p>Eileen is responsible for PwC's Survey of Global Mobility Policies and is a frequent contributor to global mobility thought leadership. In addition to her work at PwC, she has also managed the expatriate programmes and international compensation and benefit plans for two major multinational companies in their corporate HR groups.</p>	<p>Matt Nelson, VP, Corporate Controller at Tableau. Spent nine years with PricewaterhouseCoopers LLP serving clients in the technology space, performing financial statement audits and working on initial public offerings as well as acquisitions. Since joining Tableau in July 2014 Matt has been promoted from Director, Financial Reporting to Director, Finance and now Corporate Controller. Matt currently oversees a team of 70+ and is responsible for accounting and reporting functions, tax, treasury and compensation.</p>	<p>Carol M. Olsby, Author, MS, GPHR, GRP, CCP, SCM-SCP is the Managing Director of Carol Olsby &amp; Associates, Inc. a consulting firm servicing clients throughout the world. She leads, designs, and implements global and domestic HR strategies for companies expanding globally, as well as, companies requiring a global and domestic HR framework redesign/realignment and redeployment. Prior to starting her consulting firm, Carol was Tieto's Global HR Director – Americas &amp; Asia where she led their high-growth Asia and North America expansion. Tieto is a European software company and Microsoft partner with over 20,000 employees globally operating in over 30 countries.</p> <p>Carol has held SHRM Global HR and HR &amp; Technology expertise panel roles since 2010. She advises SHRM on global HR and speaks on their behalf. Carol has been published in numerous media (Internet, print, and radio) to include the Wall Street Journal, Bloomberg, Washington Post, Japan Times, CIMA Financial Management Magazine, International Employment Today, Seattle Times, Financial Forum, CFO Magazine Research Report, SHRM Magazine, Workforce, Sweden's Personnel &amp; Leadership, Global HR News, Global Profit Tech, Computer Technology Associates, Inc., and Yahoo</p>

		<p>Finance. Her work has been profiled in the publication “International Human Resources Management” by Briscoe, Schuler, and Claus. She coauthored the “Talent Management – China” chapter of the Global Immersion HR Handbook Series published by Claus.</p> <p>Carol has presented at a variety of global HR conferences, universities, seminars. She is the Founder and Chair, HR Roundtable, the Northwest’s high-technology human resources society and Co-Founder and Chair, Global Human Resources Consortium an international human resources organization. Carol has a MS Human Resources from Chapman University and a BSBA with honors from Columbia Union. She received global educational executive certifications from Stockholm School of Business IFL, Cambridge University, and Thunderbird University. She has global (GRP) and domestic (CCP) compensation certifications and global HR certifications with SHRM (SHRM-CCP) and HRCI (GPHR).</p> <p>Carol Olsby is a Board Member of Wireless Advocates, Car Toys, and ECONET Holdings.</p>
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<p><b>Reynolds-Gooch, Gaye</b>  <b>Director of Business Development   IOR Global Services</b>  <b>Committee Member</b></p>	<p><b>Tulshyan, Ruchika</b>  <b>Author   Speaker   Journalist</b>  <b>Keynote Speaker: Equality In A Connected World - How Global Organizations Manage Diversity</b></p>	<p><b>Watson, Jennifer</b>  <b>Senior HR Consultant   Dynamic Momentum LLC</b>  <b>Committee Member</b></p>
		
<p>Gaye is responsible for identifying and cultivating new business opportunities as well as serving IOR’s existing client base in the Pacific Northwest , West Coast, and Twin Cities, MN. Gaye has over twenty year’s experience working with expatriates, repatriates and globally mobile executives. Prior to joining IOR, Gaye worked as an Independent Consultant delivering intercultural programs, coaching repatriates, and as the Director of Training and Development at Window on the World.</p> <p>Gaye lived in Brussels, Belgium for 5 years, where she earned a MA in Human Development and Human Resource Education from Boston University. She earned a BA from St. Olaf College and is a certified trainer for William Bridges seminar, Managing Individual and Organizational Transitions and ITAP International Culture in the Workplace Questionnaire. Gaye is member of the Global Human Resources Consortium in Seattle, PNwRC, BAMB, and ERC. Gaye has also lived in Norway and has extensively traveled to thirty countries throughout Europe, Asia and Latin America.</p>	<p><a href="#">Ruchika Tulshyan</a> is the author of <a href="#">The Diversity Advantage: Fixing Gender Inequality In The Workplace (Forbes, 2015/16)</a>. She is also a speaker and journalist who writes regularly on the topic of leadership and diversity for <i>Forbes</i>. She was recently honored by the Seattle Metropolitan Chamber of Commerce for her work on advancing gender equality in the region.</p> <p>Ruchika serves as the founding editor of a women-run media website, <i>The Establishment</i>. As a journalist, her articles have appeared in the <i>Wall Street Journal</i>, <i>Time</i> and <i>Bloomberg</i>. She has reported from six cities across four countries. In 2016, Ruchika was appointed to the Seattle Women’s Commission, which advises Seattle’s Mayor and City Council on women’s issues.</p> <p>Connect with Ruchika on <a href="#">Twitter</a> and <a href="#">Facebook</a>.</p>	<p>Jennifer Watson, MBA, GPHR is the owner of Dynamic Momentum LLC, a consulting business providing global and domestic HR strategies and solutions. With 20+ years of human resources management, consulting and generalist experience, she specializes in HR service delivery, mergers and acquisitions, expatriate management, organizational development and training. She is a Canadian national and has gained this experience from living, working and educating herself in Canada, Australia, the United Kingdom and the US.</p> <p>Jennifer is the Marketing and Communications Officer for the Seattle Ellevote Chapter, a Global Women’s networking community. She holds an MBA Degree from Thames Valley University in London UK and a project management certificate from the University of Washington. Jennifer is certified as a Global Human Resource Professional (GPHR) by the Society for Human Resources Management and she is also a Fascinate Certified Advisor.</p>



**Whittlesey, Fred - Founder and Principal Consultant**  
**| Compensation Venture Group, SPC**  
**Topic: Compensation Plan Design in the Emerging Business Model**



Compensation Venture Group, SPC (CVG) is a Seattle-based consulting firm specializing in compensation strategy, executive compensation, incentive compensation, equity-based compensation, and employee pay. Fred's expertise has been recognized by hundreds of corporations, professional organizations, universities, media, and colleagues around the world as a compensation expert and thought leader. His ideas have been presented in hundreds of pieces of content including co-authored books, book chapters, journal articles, media interviews, conference and seminar presentations, academic courses, and blog postings. Fred's compensation consulting experience includes positions with Towers Perrin, Mercer, KPMG, and Radford. His corporate roles included Director of Global Compensation for Amazon.com and Broadcom Corporation, Chief Compensation Officer for PayScale.com, and Fellow at Salary.com. He is co-founder and past Board of Directors member of Global Equity Organization (GEO), a Founding Member and past Advisory Board member of the National Association of Stock Plan Professionals (NASPP), and past Chair and member of the Advisory Board for the Certified Equity Professional (CEP) Institute at Santa Clara University. He was a course developer and instructor for WorldatWork certification programs for ten years.

Fred received his MBA from The Anderson School at UCLA and graduated from San Diego State University with a BA in industrial/organizational psychology. He earned the Certified Equity Professional (CEP) designation from Santa Clara University, and the Certified Executive Compensation Professional (CECP) and Certified Compensation Professional (CCP) designations from WorldatWork.