

2023

Harver Leading Innovators For Talent (LIFT) Awards

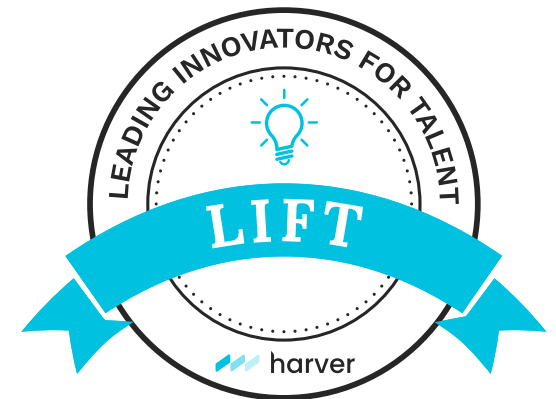


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2023

Harver Leading Innovators For Talent (LIFT) Awards

The Harver LIFT Awards honor individuals in the community who are innovating in the HR space, who are using technology strategically, and who see talent acquisition and management as a creative and human-centered endeavor. Nominations were received on behalf of organizations around the world.



AND THE WINNERS ARE

Talent Acquisition Awards

- 1** **Rebecca McGugan**
E.ON
- 2** **Carly Hazard**
Abercrombie and Fitch Co.
- 3** **Sarah Chouinard**
TTEC
- 4** **Monica Suffal**
Hilti
- 5** **Brandie Dawson**
Valvoline
- 6** **Sir Winston Malapad**
Foundever
- 7** **Irena Flego Maric**
Foundever
- 8** **Alexandru Isoif**
Webhelp

Talent Mobility Awards

1 **Erin Dunn**
Graybar

2 **Nicole Mullikin**
Align Technology

Diversity, Equity, Inclusion, and Belonging Awards

1 **Allison Corry**
Kraft-Heinz

2 **Tanmay Manohar**
Paramount

3 **Shyly Pillay**
Standard Chartered Bank

4 **Kelly Bundalo**
Anheuser-Busch Companies

5 **Victoria Rowland**
Sage UK Limited

TALENT ACQUISITION AWARD



Rebecca McGugan

Colleague Journey Lead, E.ON



I have been working for E.ON UK for 16 years, always within the HR function and within the recruitment space. I have moved through all of the different roles within the Talent Acquisition space, which has been a really important factor in my recruitment journey. About 18 months ago, I added HR Admin to my remit so I now manage the Colleague Journey Team, leading on Employer Brand, Recruitment, HR Admin, and life-cycle. I have been given many great opportunities during my time at E.ON that have allowed me to work on big and exciting projects, including some in our different units across Europe. I am based in Nottingham with my husband and 2 children.

What work are you/your team most proud of?

I have so many I could choose, but here are the most recent ones that spring to mind. First, leading the recruitment function in setting up a

volume recruitment campaign for our daughter brand E.ON Next. Over 2 years we recruited approximately 2500 people during a global pandemic, with a new team and new systems. As part of that, I introduced video interviews to the recruitment process for the volume roles, the first time we had done this for these types of roles. It was a huge success, and we are now taking that journey a step further by building a new careers site that showcases E.ON as an employer of choice.

What advice would you give to someone starting on a similar TA/TM/DEI project?

I would say don't be afraid to try something new! We spent so many years doing the same thing because that was all we knew and we thought it worked. After exploring what was out there on the market and what enhancements we could make, we just went for it. And we haven't looked back.

TALENT ACQUISITION AWARD



Carly Hazard

Senior Director, Talent Acquisition + New Hire Experience, Abercrombie and Fitch Co.

I have been with Abercrombie & Fitch Co. for almost 13 years, starting in the company's merchandising department first before shifting to talent acquisition nearly 6 years ago. I am based out of Abercrombie & Fitch's Global Headquarters in Columbus, Ohio, but have a team that is spread out around the world! Personally, I have two little kids – a 3-year-old daughter and 1.5-year-old son – who keep me busy outside of work!

What work are you/your team most proud of?

In the last couple of years, I am most proud that my team has consolidated the company's recruiting tech stack to include the most meaningful products; we have then taken these products and delivered them to our recruiting teams all over the world! We are pushing boundaries in the way we are leveraging technology in our recruiting efforts to drive process efficiency and quality results.

What advice would you give to someone starting on a similar TA/TM/DEI project?

Don't be intimidated by a tech project or a global roll out! I would not consider myself to be a technology expert, but by surrounding myself with the right partners and vendors to support my team through the implementation, we have been able to deliver resources to the company's recruiting teams around the world that continue to drive incredible efficiency and truly modernize our associate and candidate experience.

TALENT ACQUISITION AWARD

Sarah Chouinard

Director of TA Strategy & Innovation, TTEC



I have been so fortunate to spend the past 20 years at TTEC working in multiple Human Capital and Talent Acquisition leadership roles. Our incredible TA team at TTEC hires over 70,000 employees each year!

What work are you/your team most proud of?

I'm very proud of helping to build a formalized robust global Talent Acquisition Centre of Excellence and certification program. My team and I also provide the foundational strategy, leveraging innovation, technology, process, and people, to support the hiring of 70,000 employees each year around the globe. We have developed customized assessments and videos, along with a very progressive computer diagnostics and speed assessment that allows us to test candidate skills and equipment, all in one seamless highly engaging experience. Candidates experience immersive videos, providing a dynamic overview and realistic job preview of our culture and the role (while increasing candidate satisfaction!)

What advice would you give to someone starting on a similar TA/TM/DEI project?

Define what successes look like up front. Do something you love. Surround yourself with great people, and then leverage the talent around you. Collaborate, delegate, and most importantly; tap into people's passions & strengths. Finally, making data-based decisions is the key to success!



TALENT ACQUISITION AWARD

Monica Suffal

Head of Employer Brand & Candidate Experience, Hilti



I've worked at Hilti for almost 12 years. I'm a dedicated and passionate HR professional with over 10 years of experience in various HR roles, including Talent Management, HR partnering, and Talent Acquisition. I live in Tulsa, Oklahoma, but report remotely into our Global Talent Acquisition team based in Schaan, Liechtenstein.

What work are you/your team most proud of?

In general, I'm most proud of the progress our global TA center of excellence has made over the last couple of years in developing global processes and utilizing tools that provide an engaging and impactful experience for all. For me specifically, I am proud to have led the global implementation of Harver's gamified behavioral assessment and digital interview, and our new global careers site in just over a year of time. Both initiatives help showcase that we're aligned to our people philosophy and showcase who we are as an employer.

What advice would you give to someone starting on a similar TA/TM/DEI project?

Be confident in your why. Surround yourself with a diverse project team to provide different perspectives and diversity of thought. Define KPIs that are meaningful and can easily be measured. Don't forget to plan well for change management and capability build – adoption is critical!

TALENT ACQUISITION AWARD

Brandie Dawson

Sr. Director, Talent Acquisition, Valvoline



Like so many other talent acquisition professionals, I stumbled into the world of recruiting and talent acquisition right out of college. I first cut my teeth on the agency side, having spent 11 years at Adecco Staffing. Then, I transitioned to the luxury apparel industry, working for Saks Fifth Avenue; I spent six years in a talent acquisition leadership role there, supporting full-line stores including the 5th Ave flagship in New York City, as well as Saks Off-Fifth and Lord & Taylor locations. In early 2017, I joined Valvoline Inc., where I have the honor and privilege of leading the talent acquisition function for the company.

What work are you/your team most proud of?

I can't say enough great things about my team – talk about best-in-class! If I have to pick one thing I'm most proud of, it would be the work we did alongside Harver during the COVID-19 pandemic. Such work enabled us to keep our stores operating

and servicing our guests during one of the most challenging recruiting and hiring periods in our lifetime. We adjusted our processes more times than I can count, trying to outpace candidates' expectations and improve our hiring speed while preserving the candidate experience. Specifically, creating and transitioning to "Harver-to-Hire" allowed us to speed up our hiring process by several days, eliminate unconscious bias from our process, and continue fueling our talent pipeline. We experienced many staffing challenges during the pandemic and "Great Resignation," like so many other retailers and businesses, but Harver's technology and partnership helped us navigate through those challenges more effectively and efficiently.

BRANDIE DAWSON (CONT.)

What advice would you give to someone starting on a similar TA/TM/DEI project?

My advice for someone looking to start a similar project would be to first recognize that transformation takes time. Start by developing a strategic, actionable, results-driven pilot plan. Identify your goals, and take time to measure, analyze, and test. Harver makes this easy with its business intelligence capabilities – performance data in real-time – driving business success. Prioritize communication and collaboration throughout the process. Engage all stakeholders, from hiring managers and recruiters to candidates and leaders, across your organization. Encourage feedback and listen actively to concerns, ideas, and perspectives. This will not only help create a more inclusive and effective hiring process, but it will also foster a culture of transparency and trust. Finally, don't be afraid to iterate and adjust your plan as needed. Continuous improvement is key to staying ahead of the curve and adapting to new challenges and opportunities. With the right technology and partner, like Harver, you can feel confident in your ability to stay agile and achieve your goals.



TALENT ACQUISITION AWARD

Sir Winston Malapad

Talent Acquisition Director for Process Excellence and Analytics / HR Digital Technology Director, Foundever

I'm a data-driven executive with expertise in taking people and organizations to the next level through data and analytics. With an entrepreneurial mindset, I help enable Foundever's profitability and growth, while strategically driving operations through people empowerment, culture alignment framework, automation, analytics, leadership development, and digital innovation. I also have solid experience in human resource management, business intelligence, business analytics, risk management, and data management

I am a proud member of The Global Leaders (TGL), Wharton People Analytics, Institute of People Analytics, and International Institute for Analytics. In 2021, I was awarded as one of the Top 100 Filipinos on LinkedIn. In my years of travelling, I have been to 55 countries, where I experienced first-hand amazing cultures, traditions, and beliefs that I will always remember and cherish.

What advice would you give to someone starting on a similar TA/TM/DEI project?

Immerse and learn a lot from the people around you. Be mindful that every decision you make impacts not just the business, but most importantly the experience of your associates and the applicants. Be bold to embrace change and raise the status quo. Discover what's outside the box as curiosity begins innovation

TALENT ACQUISITION AWARD

Irena Flego Maric

Foundever



I am a global leader in project management with a focus in IT and HRIS. I've been with Foundever for over 10 years in leadership roles with proven results. At Foundever I have aligned the key components of a Global Operation (Business, Engineering and Marketing) while leveraging technology to provide efficiency and effectiveness in the global hiring process. I'm a forward thinker with a "Can Do" attitude and an accomplished team player.

What work are you/your team most proud of?

I'm most proud of developing my team, from juniors to full professionals with strong business acumen.

What advice would you give to someone starting on a similar TA/TM/DEI project?

Overcommunicate

TALENT ACQUISITION AWARD

Alexandru Isoif

Digital Recruitment Strategist, Webhelp



I am based in Bucharest as a digital recruitment strategist at Webhelp. I have over 15 years of experience in digital recruitment. I considered my greatest strengths to be a friendly extroverted colleague, a team player, and I genuinely love a good challenge!

What work are you/your team most proud of?

Implementing Webhelp's first digital pre-screening environment is definitely in my top 3!

What advice would you give to someone starting on a similar TA/TM/DEI project?

Don't spend time trying to be ready; manage your project; if possible, set flexible deadlines.



TALENT MOBILITY AWARD



Erin Dunn

Director Organizational Effectiveness, Graybar



I am currently the Director of Organizational Effectiveness at Graybar. In this role, I am responsible for talent acquisition strategy; this includes identifying the right tools, resources, partners, and metrics to ensure the company is bringing in the right talent in the most efficient way. I also support organizational development, via succession planning, by making sure that we have high-potential talent identified early and in the right place with proper design. Lastly, I lead HR reporting and analytics, making sure we are identifying and monitoring HR strategies through both predictive human capital analytics and operational reporting and dashboards.

What work are you/your team most proud of?

It is difficult to pick just one thing, but I will say that I am most proud of my team's agility and ability to get things accomplished. In my time at Graybar, we have gone through two talent management suite implementations, two survey platforms, and various other ad hoc technology solution implementations. We see value in a tool or solution, stand it up quickly, start using it, measure its impacts, and improve it to make

it more efficient and valuable to the organization; our work with Harver is a great example of this. We have a long history of leveraging assessments at Graybar, and Harver allows us to continue while leveraging technology, automation and innovation.

What advice would you give to someone starting on a similar TA/TM/DEI project?

I would advise others to be open to change! You must be open to constantly changing or tweaking your tools, processes, and programs. There is always an opportunity to make something better, quicker, faster, or more efficient. This does not mean that you must completely overhaul what you are doing; however, making small incremental changes can have a large impact on your business or customers. At Graybar, we stay on top of metrics to ensure our customers and candidates are happy; that way, we can always know the full extent of the impact of solutions on our business' engagement, retention, or productivity efforts. Consistently evaluating metrics lets us know where we need to shift or pivot our talent strategy to make the greatest impact.

TALENT MOBILITY AWARD



Nicole Mullikin

Sr. Director, Global Talent Intelligence & Operations, Align Technology



With over 20 years’ experience in talent acquisition and talent management, I have a passion for creating solutions that match the right talent to the right role at the right time. My expertise includes process improvement, recruitment and selection, and talent acquisition technology.

Throughout my career, I’ve been able to effectively create positive, collaborative relationships while problem solving for results.

In 2020, I started my own consultancy providing Life Sciences clients with strategic talent acquisition and human resources systems support.

What work are you/your team most proud of?

I’m particularly proud of our efforts to optimize systems and processes. This has included completing a comprehensive applicant tracking system audit; completing multiple candidate assessment

success models to validate assessment efficacy; implementing a comprehensive Talent Listening strategy that blends quarterly pulse, life cycle, and ad hoc surveys; and developing a unique employee value proposition and creative assets to more effectively tell the Align employee story. Each of these efforts resulted in increased efficiencies while simultaneously allowing us to measure the impact of each initiative to identify further opportunities for improvement.

What advice would you give to someone starting on a similar TA/TM/DEI project?

Lean into curiosity and follow the data. The insights that can be gained from quantifiable data will serve as the foundational elements of process improvements, allow you to create a positive end user experience, and achieve results.

DIVERSITY, EQUITY, INCLUSION, AND BELONGING AWARD

Allison Corry

International Talent Marketplace and IMTP Director, Kraft-Heinz



I have grown in Global HR positions based in the US, Australia, and the UK, supporting 50+ countries in various capacities of HR Business Partnering, Talent Management, Organizational Design, TA, Employer Branding, and Shared Service Design and Delivery. In my current position I am working to drive Inclusive Hiring Practices at scale. In my previous position I am proud of leading the incredible team who were instrumental in the DEI&B efforts of our Northern Europe business driving ambitions of 50/50 gender balance in leadership positions, most notably through inclusive hiring practices and family friendly policies. I am a mom (mum?) of two wonderfully active toddlers.

What work are you/your team most proud of?

- Spearheading our International Flexible Working Proposal as we went Hybrid
- Launching local aspirations across gender and ethnicity, supporting our team to build and deliver plans for change

- Improving Parental Leave 4x for our Supporting Caregivers, celebrating families as they grow
- Implementing leave for loss, ahead of our industry peers, which is a personal proud moment as someone who has suffered pregnancy loss and had to navigate that without policy or precedent in place
- Pioneering Remote Learning Childcare Leave during the throes of COVID lockdowns
- Creating a Mentorship Program blueprint which has been scaled to drive gender initiatives
- Bringing Employee Wellbeing into quarterly development conversations, business wide agendas and actions such as reinforcing our benefits offering with virtual 'on-site' mental wellbeing support

ALLISON CORRY (CONT.)

What advice would you give to someone starting on a similar TA/TM/DEI project?

- Get comfortable with the uncomfortable
- Understand the goal, and your 'why'
- Get your Leadership buy in - it's critical to success
- Don't compromise, it's the easy way out
- Listen to your target market- it's okay to not have all the answer but the awareness and empathy to ask, learn and appreciate others lived experience is so important
- Once you have those inputs, make change!

DIVERSITY, EQUITY, INCLUSION, AND BELONGING AWARD

Tanmay Manohar

Vice President, People Analytics & Workforce Planning,
Paramount



As VP of People Analytics & Workforce Planning, I am an analytics expert across the full talent management stack, from diversity & inclusion, to recruiting, to compensation, to performance management, to engagement and culture, to workforce planning. My mandate is to generate insights, implement predictive analytics initiatives, and drive action from business stakeholders. Prior to founding the People Analytics function at Paramount, I was previously Director of Data Strategy within the Data Strategy Center of Excellence.

What work are you/your team most proud of?

My commitment to elevate Paramount's DEIB strategy is infused in my daily work. Working in a media industry that has historically lagged on DEIB, I have championed the renovation of Paramount's strategy using data.

I am committed to ensuring DEIB throughout the employee lifecycle. In overhauling the hiring process; I have personally overseen the use of behavioral assessments to assess soft skills that, leveraged with audited AI modeling, enable unbiased and high-quality talent decisions. Combined with tactics such as increasing salary and removing bachelor's and GPA requirements, we have transformed our employee composition.

What advice would you give to someone starting on a similar TA/TM/DEI project?

What gets measured gets done!

DIVERSITY, EQUITY, INCLUSION, AND BELONGING AWARD**Shyly Pillay**

Resourcing Lead, Early Careers, Standard Chartered Bank



I have always been quite passionate about talent and the identification of talent. I am currently based in Singapore and have more than 10 years of recruitment experience across experienced and campus hiring. The last six years of my career have been focused on rolling out campus recruitment strategies to hire junior talent across approximately 22 countries at Standard Chartered Bank. Given my global role, I have had the opportunity to work with global talent and understand talent movement globally which has enabled me to be successful in my role when tasked with designing, developing, and implementing global recruitment strategies.

What work are you/your team most proud of?

We revised our Early Careers selection/assessment process a couple of years ago, and our main objective was to attract high quality diverse junior talent who are likely to be successful in the organisation

by implementing a more modern, digital and innovative selection tool that candidates found engaging, fair and inclusive. Since the implementation of pymetrics, we have seen an increase in candidate engagement, quality of hires, and an expansion of hiring talent from diverse socio-economic backgrounds.

What advice would you give to someone starting on a similar TA/TM/DEI project?

I think one piece of advice I would give in landing a project like this successfully is collaboration with key stakeholders within your organisation to feed into and support the project at key milestones. By involving our key business stakeholders in the project, we were able to design an effective recruitment process which our hiring managers found that it met their needs and subsequently adding value to their teams/organisation.

DIVERSITY, EQUITY, INCLUSION, AND BELONGING AWARD



Kelly Bundalo

Director, Talent Program Attraction,
Anheuser-Busch Companies



My name is Kelly Bundalo and I have been an HR professional for 8 years. I received my Masters in Human Resources and Industrial Relations from the University of Minnesota, and joined Anheuser-Busch through their People Internship Program during this time. I have spent my career with Anheuser-Busch working in a variety of People (HR) roles since, including moving to four different cities within three different states to work in field HR roles, as well as at the corporate headquarters. I am currently focused on leading our Early Career Talent Programs and Internships for the United States.

What work are you/your team most proud of?

I am most proud of being part of the evolution of our Talent Programs and redefining what the future looks like for them here at Anheuser-Busch. This includes creating the Early Career recruitment strategy to

attract top talent to our organization, redefining the selection process to identify the best fit and recommendation for our programs, and being a strategic partner with client groups to bring to life world-class learning and development experiences for our trainees.

What advice would you give to someone starting on a similar TA/TM/DEI project?

I recommend ensuring that the viewpoints and opinions of a variety of stakeholders are sought as part of the ideation and benchmarking stage in a TA/DEI project. This will help ensure you are approaching problems with an inclusive mindset and will help with buy-in of large initiatives.

DIVERSITY, EQUITY, INCLUSION, AND BELONGING AWARD

Victoria Rowland

Early Careers Lead- UKI, Sage UK Limited



I am an accomplished professional who has made a significant impact in the field of Early Careers and LGBTQ+ advocacy. I currently lead the UKI Early Careers team at Sage, a market leading provider of business software and solutions. In addition to my primary responsibilities, I am also the Pride UKI Lead, overseeing a team of seven leads dedicated to promoting diversity, equity, and inclusion in the workplace. I am a committed LGBTQ+ ally and have dedicated much of my career to supporting young people and trans rights. I recently commenced a volunteer role as the Director of Allies, Ambassadors and Advisors with Trans in the City, ensuring that I work with the trans+ community is amplified externally, as well as at Sage.

What work are you/your team most proud of?

I am hugely proud of achieving a 50/50 gender split in the Early Careers UKI hiring year on year and increasing the trans and non-binary Early Careers community, thanks to a wonderful engagement and recruitment team who share my passion for inclusion.

What advice would you give to someone starting on a similar TA/TM/DEI project?

Be authentic! Candidates will see through employers that do not genuinely live by their values.



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