



## The Transformation of the HR Function

HR leaders are facing a convergence that is changing the workplace dramatically. Increased competition, industry sector consolidation, globalization, changing market conditions and cultures, and rapid technological innovations are transforming organizations and having a significant impact on the Human Resources (HR) and Human Capital (HC) functions. HR leaders are quickly becoming key change leaders, going beyond the role of traditional HR and helping to shape their organization's direction and success.

Odgers Berndtson's Human Resources Practice understands these challenges intimately. Our HR trusted advisors work with clients across North America to ensure that HR leaders and their teams have the qualifications needed to adapt and thrive in this changing environment. Having successfully recruited executives in all functional areas of Human Resources and Human Capital, we offer our clients unparalleled global coverage within every industry sector and market. We also work closely with our Leadership Practice to help shape and develop the HR organization.

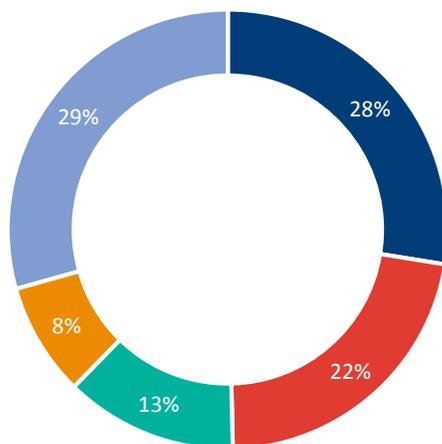
## Building Your HR Bench Strength

Specifically our HR specialists provide the following support:

- Working with you to recruit HR talent that is equipped to lead and manage in an increasingly more complex and demanding environment
- Advising you on how to identify, select and develop the best leadership for the function
- Helping you to develop more adaptive leaders and more effective teams using our proprietary tools and customized assessments
- Helping to fill skills gaps and solve business problems with short-term, highly-qualified interim executives — particularly useful in situations where you need to quickly and cost-effectively transform your HR organization, build new processes and deliver significant results.

## HR Placements by Role

We specialize in the recruitment of senior HR talent and below is a breakdown of past placements:



- CHRO/SVP/ VPHR/Heads of HR
- Total Rewards/ Compensation/ Benefits
- Talent Management/ OE/OD/Talent Acquisition/Staffing/Recruitment
- Learning & Development
- Director HR/Labour Relations



## Our Global Clients include:



## Our North American HR Team



### Kim Forgues

With 25 years of senior Human Resources experience including as CHRO at Home Depot Canada and D&H, Kim is leading the firm's new Human Resources Practice in Canada. She is also a key member

of the leadership practice, providing expertise in leadership assessment, executive coaching, succession planning, team effectiveness, compensation HR function development.

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### Francis Luisi

Francis Luisi leads the US Human Resources Practice. He exclusively recruits human resources and human capital executives and professionals

ranging from Chief Human Resource Officers to senior level HR business partners and functional specialists across a wide variety of industry sectors in North America, Europe, Africa, the Middle East, Asia Pacific and Emerging Markets

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### Robert C. Satterwhite, PhD

Robert leads the Odgers Berndtson U.S. Leadership Practice and works in the firm's New York office. He is a recognized leader in the design and delivery of executive assessment

programs for selection, development, succession planning, and downsizing, restructuring and M&As. He has extensive expertise across a range of industries, including retail, manufacturing, financial services, private equity, insurance, pharmaceutical, hospitality, and federal agencies.

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### Lisa Tromba

Lisa Tromba is a Partner in Odgers Berndtson's Consumer/Retail and Industrial practices and has a successful track record of delivering high

impact leadership talent through to C-Level executives for Fortune 500 and private equity backed and held organizations. Her disciplined execution and superior client service delivery comes as a result of her 15 years of executive search experience.

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