

Meet the Gartner Experts

Arj Bagga

VP, Team Manager



- Performance management
- Organization design
- Reward and recognition
- Change management
- Change communications

Key Initiatives

- Organization Design and Change Management Resources for HR Professionals
- Talent Management and Leadership Effectiveness Resources for HR Professionals

Robin Boomer

Senior Director,
Advisory



- Creating and executing an HR strategy that aligns to business goals and drives outcomes
- Establishing or refining an HR operating model that drives strategic impact and operational excellence
- Delivering a modern, consumer-grade HR service experience to drive stakeholder value and improved employee experience
- Managing HR budget to deliver efficiency and fund the initiatives that create the greatest business value
- Establishing and executing people analytics strategy to support insightful action on talent decisions

Key Initiatives

- Future of Work
- HR Function Strategy and Management
- HR Technology Strategy, Transformation and Management

Rebecca Burton

Senior Principal,
Advisory



- Creating and refining learning strategies
- Critical skill needs identification
- Fostering a productive learning culture
- Learning design and delivery
- Workforce training and development

Key Initiative

- Learning and Development

Brent Cassell

VP, Advisory



- Performance management
- Talent management strategy and operating model
- Internal mobility and career management
- Strategic workforce planning
- Future of work strategy

Key Initiatives

- Future of Work
- Talent and Performance Management

Antoinette Chang

Senior Principal,
Advisory



- Assessment and selection
- Branding, attraction and sourcing
- Hiring needs and definition
- Recruiting functional management

Key Initiative

- Recruiting

Laura Gardiner

Director Analyst



- Employee performance management implementation and enhancement
- Using talent data to drive program design
- Linking posthire talent management technology
- Technology for skills-based talent management
- Understanding the vendor landscape for posthire talent management solutions, including digital coaching tools, succession planning and career pathing technology

Key Initiatives

- HR Technology Strategy, Transformation and Management
- Talent and Performance Management

Sam Grinter

Senior Director
Analyst



- HCM technology market landscape: Core HR/HRIS, workforce management, payroll
- Key issues in evaluating and selecting HCM technology
- Multicountry payroll strategy
- Strategy for investing in HCM technology
- Pricing review of Kronos and Ceridian contracts

Key Initiative

- HR Technology Strategy, Transformation and Management

Jasleen Kaur

Senior Principal,
Advisory



- Diversity and inclusion strategy and processes
- DEI data and governance
- Recruiting branding, attraction, sourcing
- Recruiting strategy and function management
- Employee experience, culture and EVP

Key Initiatives

- Employee Experience
- Inclusion
- Recruiting

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Meet the Gartner Experts (continued)

Anna Krasniewska
Group Vice President



- CHRO and board/CEO partnerships
- Pay for performance
- Pay transparency and communications
- Wellness and well-being
- Pay equity

Key Initiatives

- CHRO Effectiveness
- Employee Experience
- Future of Work
- Inclusion
- Total Rewards

Harsh Kundulli
VP Analyst



- How can I create an HR technology strategy, business case and/or roadmap?
- What are the biggest trends in the HR technology market?
- Which HCM suite vendors should I consider? What are their strengths and weaknesses? Implementation considerations?
- How can I create a strategy to improve employee experience using HR technologies?
- Which strategic workforce planning technology vendors should I consider? What are their strengths and weaknesses?

Key Initiative

- HR Technology Strategy, Transformation and Management

Ingrid Laman
VP, Advisory



- Developing a business- and HR-aligned strategy for D&I, culture, engagement and employment value proposition (EVP)
- Designing a people- and process-focused cultural transformation (e.g., inclusive culture) approach
- Designing a compelling EVP to attract, recruit, develop and engage critical talent
- Improving employee performance and engagement through a consumer-based employee experience
- Mitigating unconscious bias in core talent and business processes (e.g., recruiting, performance management and succession management)

Key Initiatives

- Employee Experience
- HR Function Strategy and Management

Dion Love
VP, Advisory



- Global labor market conditions
- Talent attraction and retention strategy
- Employment branding
- Recruitment marketing
- Talent needs definition

Key Initiative

- Recruiting

Caitlyn McDonough
VP, Advisory



- Recruiting strategy, structure, trends, metrics and RPO
- Hiring needs definition and forecasting
- Branding, sourcing and attraction
- Assessment and selection
- Onboarding

Key Initiative

- Recruiting

Aaron McEwan
VP, Advisory



- Preparing for the future of work, automation, AI and digitalization
- Building and maintaining critical relationships with the CEO, C-suite and board
- Improving CHRO effectiveness and impact
- Establishing scalable, repeatable strategic and scenario-based workforce planning capabilities
- Fostering innovation, creativity and well-being across the enterprise

Key Initiatives

- CHRO Effectiveness
- Future of Work
- Future of Work Reinvented Resource Center

Sampurna Maitra
Senior Principal, Advisory



- HIPO and successor identification, leadership development best practice, building and measuring leadership bench strength
- Talent assessment and leadership assessment strategy, assessment governance frameworks
- Developing an inclusion strategy, measuring its impact, managing risks and enabling leadership accountability
- Embedding diversity, equity and inclusion across the talent management cycle (including recruitment, succession management, training, development, communications)
- DEI operating model, employee resource groups and DEI Executive Councils

Key Initiatives

- Inclusion
- Leader and Manager Effectiveness

Chantal Steen
VP, Advisory



- How to identify and develop talent
- How to understand which skills we need in the future
- How to build a learning culture
- How to develop managers
- How to develop leaders

Key Initiatives

- Leader and Manager Effectiveness
- Learning and Development Resources for HR Professionals
- Recruiting

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Meet the Gartner Experts (continued)

Katie Sutherland
Director, Advisory



- How to create an HR strategy that serves the business needs
- How to design the HR operating model for efficiency and strategic impact
- How to develop HR talent
- How to build a sustainable DEI strategy
- How to embed DEI into business processes and drive accountability

Key Initiatives

- HR Function Strategy and Management
- Inclusion

Jonathan Tabah
Director, Advisory



- Talent management strategy
- Leadership strategy
- Succession planning
- Internal mobility and career pathways
- Leadership development

Key Initiatives

- HR Function Strategy and Management
- HR Technology Strategy, Transformation and Management
- Leader and Manager Effectiveness
- Talent and Performance Management
- Talent Management and Leadership Effectiveness Resources for HR Professionals

Shannon Wiest
Senior Principal,
Advisory



- Delivering a modern, consumer-grade employee experience to drive engagement and increase retention
- Defining, measuring and aligning the workforce to the culture and ways of working needed to deliver on strategy
- Creating and delivering on an EVP that drives competitive advantage and employee success
- Mitigating bias in talent management and creating inclusive processes
- Creating and executing a DEI strategy

Key Initiatives

- Employee Experience
- Inclusion

Neal Woolrich
Director, Advisory



- Human resources advisory services around employee experience, including culture, engagement and EVP
- Human resources advisory services on organization design and change management, including organization design, organization effectiveness and change management

Key Initiatives

- Employee Experience
- Employee Experience Resources for HR Professionals
- Organization Design and Change Management
- Organization Design and Change Management Resources for HR Professionals