

2005 HRO SUPERSTARS

WHO'S WHO: Advisors



CHUCK ALLEN

Director, HR-XML Consortium

Allen leads the non-profit organization in the development and promotion of a standard suite of XML specifications, and is also President of Structured Methods, an XML standards consulting firm. He was an early advocate of applying standard XML vocabularies to HR management and helped found HR-XML in December 1999. Prior to that, Allen was Director of New Product Development for the RIA Group and worked in similar roles for other major HR publishers such as the Bureau of National Affairs and Warren Gorham Lamont. Allen has a BA from the University of Virginia.



PETER BENDOR-SAMUEL

Founder and Executive Chief Officer, Everest Group

Bendor-Samuel's thought leadership and expertise span more than two decades of developing large-scale outsourcing and partnering solutions. Bendor-Samuel is the recipient of the 2001 Outsourcing World Achievement Award, serves as honorable advisor to the Strategic Outsourcing Council of Japan, and is the author of *Turning Lead Into Gold: The Demystification of Outsourcing*. Before founding Everest Group, Bendor-Samuel was an executive with EDS and founded the outsourcing division of Ernst & Young, LLP. He holds a BA and an MBA from Baylor University.



MICHAEL BEYGELMAN

Executive Director, Human Resources Outsourcing Association (HROA)

Beygelman directs all operating activities and develops content and programming for the HROA. In 2001, he co-founded iam-independent.com, inc., a provider of contractor employment and 1099 compliance solutions, and was the Chairman and CEO. Previously, Beygelman served as COO for Careerbay.com, a recruitment job board, and Cellular Juice, Inc., a power management service for portable electronic devices.



BILL BIERCE

Partner, Bierce & Kenerson

Bierce is an internationally-recognized BPO lawyer based in New York City. He is the founder and a senior lawyer of Bierce & Kenerson, P.C., a corporate and technology law firm. Bierce is also Editor-in-Chief of *Outsourcing Law & Business Journal*™, a monthly e-letter, and www.outsourcing-law.com, the premier Web site for executives and in-house lawyers on outsourcing practices. Bierce graduated from Yale University, University of Grenoble School of Law, and NYU School of Law.



NAOMI BLOOM

Managing Partner, Bloom & Wallace

Bloom is the most recognized consultant and thought leader in the HRMS industry. Her focus is on the application of IT to achieve breakthroughs in business outcomes and efficiency, and on the related business, technology, and investment strategies of end-users, HRM software vendors, HRM outsourcing providers, and investment firms that participate in this industry. A frequent speaker, author, and advisory board member, Bloom, whose MBA is from Boston University and BA is from the University of Pennsylvania, received IHRIM's Summit Award in 1995 for her contributions to the industry.



HILLARY CLINTON

Senator, State of New York

Hillary Rodham Clinton is midway through her six-year term and has proven to be a strong advocate for New York. She is working to secure millions in appropriations and draw attention to issues that matter to people throughout New York State. Senator Clinton serves on the Senate Committees for Environment and Public Works; Health, Education, Labor and Pensions. To help displaced workers, Senator Clinton won an extension of Unemployment Insurance. She has called for an additional extension to help displaced New York workers weather the weak job market. She attended Wellesley College and is a 1973 graduate of Yale Law School.



J. ROSS DOCKSEY

Partner, Sonnenschein Nath & Rosenthal

Docksey's practice focuses heavily on corporate transactions, including M&As, the creation of strategic alliances, outsourcing of key business functions, and technology contracting. He also serves as general counsel or principal outside corporate counsel for a number of corporations. He is a frequent speaker at conferences and continuing legal education programs, including programs sponsored by the Practising Law Institute, the Advanced Computer Law Institute, IT Mergers and Acquisitions, the Law Practice Technology Roundtable Insight, and the National Association of Web Managers. He is admitted to the Illinois Bar, and graduate of the United States Military Academy and the University of Minnesota Law School.



MARK DZIALGA

General Partner, General Atlantic Partners, LLC

Dzialga has extensive experience in enterprise software, IT, and BPO. In his capacity as a General Partner, Dzialga is Director of several public and private companies including Exult, Daksh, Multiplan, Creditek, Schaller Anderson, and UPromise. Prior to joining General Atlantic in 1998, he was the Co-Head of the High Technology Mergers Group at Goldman Sachs. Dzialga was with Goldman Sachs from 1990 to 1998 and advised many of the firm's largest technology clients on acquisitions, mergers, divestitures, joint ventures, and restructurings. He graduated from Columbia University Graduate School of Business and has a BS in Accounting from Canisius College.



PHILIP FERSHT

Director, Yankee Group

Fersht's focus is the transport, transformation, automation, and orchestration of business processes and data in business-to-business and supply chain environments. He has more than nine years' experience in IT market analysis and consulting, and extensive experience in the life sciences and pharmaceutical industries. He has appeared on BBC TV News, CNN, and CNBC Asia, and has been interviewed by the *Financial Times*, *The Wall Street Journal*, *BusinessWeek* and other industry publications. He received his BS with Honors in Business Studies and Technology from Coventry University, England, and a Diploma in Business Studies at the Universitaire de Grenoble, France.



NEWT GINGRICH

Founder, Center for Health Transformation

Former Speaker of the House Gingrich collaborates with top leaders in both the public and private sector working together to transform healthcare into a 21st Century intelligent health system characterized by better outcomes at lower costs for all. He recently published a book titled *Saving Lives & Saving Money: Transforming Health and Healthcare*. Gingrich is the Co-Chairman of the National Commission on Long Term Care Quality and serves on the Board of the Juvenile Diabetes Research Foundation, the National Library of Medicine, and the Agency for Healthcare Research and Quality.



TOM C. GREBLE

Partner, Brown Raysman Millstein Felder & Steiner LLP

Greble is admitted to the Bar in New Jersey and New York, and has served as an adjunct professor at Fordham Law School. He taught graduate courses in outsourcing and employment related issues at NYU and has served on the American Bar Association Contingent Workforce Committee. He acts as General Counsel to the New York Staffing Association, the New Jersey Staffing Alliance, and the HROA. During the past 20 years, Greble has represented numerous clients in outsourcing transactions. Greble received his undergraduate degree from Villanova University and his JD from Fordham University School of Law.



ROBERT GUNN

Co-Founder and North American Managing Partner, Prescient Leaders

Before Prescient Leaders, Gunn was the SVP for Exult, Inc. He founded and subsequently sold Gunn Partners, known for its shared-services expertise. Before Gunn Partners, Gunn was a voting partner at AT Kearney where he created administrative practice and launched the first benchmarking studies in the mid to late 1980s. He is on the Board of Directors of Equitant and is an Advisory Board Member of the SBPOA. Gunn has co-authored a book that will be published in early 2005, *On the High Wire: How To Survive Being Promoted*. Gunn is a graduate of Williams College and The Wharton School.



JOHN K. HALVEY

Partner-Technology and Outsourcing Group, Milbank, Tweed, Hadley & McCloy LLP

Halvey practices in all areas of technology law, with particular emphasis on IT, BPO, and venture capital transactions. He has represented companies in many of the largest technology, telecommunications, and BPO transactions, and his work in this area has been the subject of articles in numerous magazines. His latest book, *Business Process Outsourcing Transactions: Process, Strategies and Contracts*, was published in 2000. He is a graduate of Tufts University, Emory University School of Business, and Emory University School of Law.



LARRY HELLER

Director-HR and Investor Solutions, Mellon

Heller is an Enrolled Actuary and graduate of Brown University with 25 years of experience in the design, operation, and communication of company-sponsored retirement plans, particularly defined contribution plans. During his career at Kwasha Lipton and Buck Consultants, both now incorporated into Mellon's HR&IS, Heller spearheaded a variety of training programs, spoke frequently at benefits conventions, and authored numerous articles—all focusing on DC plan administration and its evolution into an outsourced customer service business.



MARK HODGES

Founder and Strategy & Corporate Development, EquaTerra

Hodges is an acknowledged pioneer of BPO and leader in strategy and corporate development. Prior to forming EquaTerra, he established and led TPI's BPO practice in his role as Managing Partner of BPO. Hodges was VP of Strategy & Corporate Development for Exult, the Worldwide Director of Gartner's Dataquest IT Services Vendor Group, and COO of G2 Research, a market research and consulting firm. Hodges is a regular speaker at global BPO industry events. He sits on two industry advisory boards—the HROA and the SBPOA. Mark graduated from the University of California at Berkeley with a BA in Political Economics of Industrial Societies.



MICHEL JANSSEN

President Supplier Solutions, Everest Group

During a career spanning almost two decades in outsourcing leadership positions, Janssen has been a major contributor to the industry's development and has designed strategies for creating effective relationships between service organizations and their clients in a wide cross-section of industries and business processes. Prior to joining Everest Group, Janssen served as a senior member of Gartner's Strategic Sourcing Practice, where he was responsible for developing and implementing service offerings across the various Gartner business units. Janssen also held several management positions at EDS for 12 years.