

# Connecting Human Resources to the Board

CTPartners' 1st Annual Board of Directors Institute on Human Resources

## **LAURENCE (LON) O'NEIL | President & CEO, Society for Human Resource Management**

Lon O'Neil is the President and Chief Executive Officer for the Society for Human Resource Management (SHRM), the world's largest association representing the human resource profession.

SHRM's mission is to serve the needs of human resource (HR) professionals by providing the most current and comprehensive resources, and to advance the profession by promoting HR's essential, strategic role in business success. SHRM, which was founded in 1948, represents more than 250,000 individual members in over 140 countries. The Society has a network of more than 575 affiliated chapters throughout the United States, as well as offices in China and India.

Lon is an accomplished global business leader with more than 28 years dedicated to the human resources profession. Prior to being appointed CEO at SHRM, Lon served as Chief HR Officer with Kaiser Permanente, a non-profit health organization with \$40 billion in annual revenue and 158,000 employees. In this role, he successfully led a corporate-wide reorganization of the company's HR programs, thereby improving service and performance for its employees nationwide.

Before joining Kaiser Permanente, Lon was a Managing Partner with Heidrick & Struggles, a premier provider of senior-level executive search and leadership consulting services, where he was a member of the firm's Global Financial Services, E-Business and Global Industry Practices. He also spent nearly 19 years with Bank of America in various leadership positions before becoming Executive Vice President/Chief Human Resources Officer with responsibility for the Global Corporate & Investment Banking team.

In 2008, Lon was selected to serve on the Board of Trustees of the Committee for Economic Development (CED), an independent, non-profit, not-partisan business organization that develops policy recommendations on key economic and social issues. Additionally, he is a member of CED's Policy & Impact Committee, the Council's top policy body.

Lon earned a Bachelor of Arts from Villanova University and a Master of Arts from the University of New Mexico.