



CHRO INDEX 2026



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Introduction from Odgers

At Odgers, we believe our work carries lasting significance – shaping people’s lives, strengthening organisations, and influencing the future. This belief is at the heart of everything we do. The impact of our work extends far beyond the immediate; it has the power to affect lives and transform companies. With that comes a deep responsibility – one we embrace with unwavering commitment to excellence. As organisations navigate an increasingly complex and fast-changing world of work, the role of the Chief Human Resources Officer has never been more influential.

While this Index refers to CHROs, we recognise that organisations use a variety of titles for their most senior HR leader. These may include Chief People Officer, HR Director, Head of HR, or Country/Regional HR Leader, among others. This report aims to reflect the leading HR professionals across organisations, regardless of title.

Today’s HR leaders are shaping organisational strategy, driving transformation, fostering inclusive cultures, and ensuring their organisations have the talent and capabilities needed to succeed in the future. Across Ireland, exceptional people leaders are making a significant impact in organisations of every size and sector – from globally recognised multinational corporations and leading Irish enterprises to public sector bodies, charities, and high-growth businesses. Their leadership is helping to redefine the workplace, strengthen organisational resilience, and create environments where both people and performance can thrive.

The leaders featured in the CHRO Index 2026 were identified through a comprehensive research and nomination process led by Odgers. Drawing on insights from our extensive network and the expertise of our independent judging panel, the Index recognises individuals who are demonstrating outstanding leadership, driving meaningful business impact, championing culture and inclusion, and helping shape the future of work in Ireland and beyond.



Foreword from Mark O'Donnell

We are pleased to present the 2026 CHRO Index showcasing some of the best of Ireland's senior HR talent. We were delighted to receive so many applications and get a glimpse into the challenges and opportunities facing the industry currently.

As organisations navigate an increasingly complex and fast-changing world of work, the role of the Chief Human Resources Officer has never been more influential. Today's HR leaders are shaping organisational strategy, driving transformation, fostering inclusive cultures, and ensuring their organisations have the talent and capabilities needed to succeed in the future.

Across Ireland, exceptional people leaders are making a significant impact in organisations of every size and sector - from globally recognised multinational corporations and leading Irish enterprises to public sector bodies, charities, and high-growth businesses.

This Index captures some of these exceptional leaders, but we know there are many more out there, across organisations big and small and in every sector. Our congratulations to all those included for 2026. We look forward to meeting, and working with, many more superb HR leaders in the years ahead.



Mark O'Donnell

Managing Partner, Odgers Ireland

A handwritten signature in black ink, reading 'Mark O'Donnell'. The signature is fluid and cursive, with a large, sweeping 'M' and 'O'.

Odgers Observations on the current HR landscape

Our interactions with many of our HR leaders, both through this Index process and our wider search and advisory engagements, has illustrated a number of common themes that impact many HR leaders today, irrespective of organisation type or sector.

Some of the key themes are set out below:

HR as a strategic driver of business performance

HR should not be seen as a support function as it has a key role to play in shaping strategy, transformation and outcomes. It can no longer be viewed in isolation. Instead, HR leaders now find themselves operating at the intersection of business strategy, organisational design and talent and capability. People will always be at the heart of a business, so it makes sense that its rightful place is at the heart of strategy.

Fundamental reset of the employer/employee relationship

Many HR leaders talk to the challenges trying to balance a human-centric culture with performance expectations. In a post-covid world, employees demand purpose and meaning in their work, seek out transparent, authentic leadership and actively prioritise an enhanced work-life balance. HR leaders often act as the bridge between the workforce and the top table, ensuring both sides feel heard and understood.

Leadership capability as a differentiating factor

Many organisations now place an emphasis on developing both their current and the next-generation leaders. Those organisations that invest in building values-led, empathetic leaders are more likely to achieve sustainable growth and attract and retain a high calibre workforce. Many of our leaders in this Index have invested in their own leadership development and growth and then look to encourage a similar growth mindset in their organisations.

Transformation and change are constant

“Change is the only constant” is an oft cited phrase in HR departments. Now, even more than ever, HR leaders are taking a prime role in navigating continuous transformation rather than episodic change. This can result in HR leaders leading transformation programmes end-to-end and bringing clarity in complex environments in a way that resonates with people at all levels in the organisation.

AI and future workforce capability

This is an emerging theme and its eventual impact on organisations is not yet fully known. AI provides a major opportunity to review the skills mix required in organisations, drive productivity improvements and allow for the redesign of work. However, adoption is uneven across sectors and even within some large organisations. HR leaders have a clear role to play in helping organisations navigate this new world in a way that is just and transparent.

The Purpose of the CHRO Index

The Odgers Ireland CHRO Index 2026 recognises and celebrates the outstanding HR leaders who are shaping the future of work across Ireland. As the role of the CHRO continues to evolve, these leaders play a critical role in driving organisational performance, culture, talent strategy and business transformation. The Index highlights leadership excellence, showcases best practice and provides a platform for sharing insights from some of Ireland's most influential people leaders.

Why the Index Matters

People leadership has never been more critical

As organisations navigate technological disruption, shifting workforce expectations, and increasing demands for sustainable growth, the role of the Chief Human Resources Officer has become central to business success.

Celebrating leadership that drives business performance

Today's most effective CHROs are not only people leaders, they are strategic business partners. They influence organisational culture, guide transformation, and help businesses build the capabilities needed to thrive.

Recognising excellence in a rapidly evolving profession

The responsibilities of HR leaders continue to expand, from talent strategy and leadership development to employee wellbeing, ESG, and organisational transformation.

Creating visibility for Ireland's HR leadership community

Ireland is home to an exceptional network of HR leaders working across multinational corporations, indigenous businesses, public sector organisations, and professional services firms.

Building on the success of the inaugural 2024 Index

Following the strong response to the first CHRO Index in 2024, the 2026 edition continues to showcase the individuals who are redefining leadership through people, culture, and organisational excellence. It reflects the growing influence of HR at the highest levels of business and highlights the leaders setting the standard for the profession.



Methodology

The Odgers Ireland CHRO Index 2026 is founded on a rigorous and evidence-based methodology designed to identify and recognise Ireland's most influential Chief Human Resources Officers. The process begins with an open nomination period, allowing both peer nominations and self-nominations to ensure a broad and representative pool of candidates from across sectors and industries. Following the nomination stage, all submissions undergo an initial review to verify eligibility and alignment with the Index criteria. Candidates are then assessed against a range of leadership indicators such as:

- ✓ Strategic Impact
- ✓ Organisational Influence
- ✓ Innovation in People and Culture Practices
- ✓ Leadership Effectiveness
- ✓ Contribution to Business Performance

A detailed shortlisting process is conducted by the Odgers Ireland team, drawing on nomination submissions, publicly available information, and evidence of professional achievement. Shortlisted candidates are subsequently reviewed by an independent panel of distinguished judges who evaluate each individual against a predefined scoring framework. This independent assessment helps ensure consistency, objectivity, and fairness throughout the process.



Meet the Judging Panel



Karin Bastin

Karin leads the Leadership Advisory Practice for Odgers, operating from both Brussels and Paris. She is responsible for advising senior leaders and organisations on leadership development, organisational design, and talent strategy, with a strong emphasis on caring and courageous leadership. Karin brings over two decades of international HR leadership experience, including senior roles at GE HealthCare. Her career has spanned EMEA and the US, where she led major transformation projects, employee engagement strategies, and executive development initiatives.



Áine Hurley

Áine is a senior member of the Board Practice in the London office, where she also leads the People & Culture Practice globally. Her team is responsible for recruiting CHROs/CPOs as well as experts in Talent, Recognition & Reward, Employee Relations, Organisation Effectiveness, HRIS, Transformation and Leadership Development.



Peter Goethuys

Peter is a Partner in the Global Healthcare & Life Sciences Practice at Odgers, based in Zurich Odgers Switzerland. He leads C-suite searches, including CEO appointments, for large and mid-sized biopharma companies, biotech firms, and private equity clients across Switzerland and Western Europe. In addition to his executive search work, Peter advises organisations on succession planning, talent assessment, and leadership development. Before transitioning into executive search, Peter spent over 30 years in corporate leadership roles, including Chief Talent Officer and Global HR Leader at Sanofi, Novartis, and Unilever.



Mark O'Donnell

Mark is Managing Partner of Odgers in Ireland. He specialises in high-level executive searches and appointments of senior management appointments from Head of Function to Board level across a range of industries and functions. He is particularly focused on assisting clients in the Consumer, Financial Services, Technology, Arts and Sports sectors. He is considered a leading consultant in the recruitment of all C-suite positions in particular CEO, CFO, HRD, Marketing and Commercial Directors. Additionally, Mark leads our assessment practice where he is passionate about assisting clients to assess and develop their talent.

EXECUTIVE SUMMARY

Our CHRO Leaders Index 2026



CHRO Index Report

Domestic Sector

Adrian Beatty Dairygold

Aileen Bailey IRFU

Aileen Haverty Therapie Group

Aisling Zito Glanbia

Alistair Tosh Kirby Group Engineering

Amy Burke VHI

Aoife Rafferty FAI

Aveen Batt Permanent TSB

Barbara Carroll Dublin Bus

Barry Holmes RCSI

Celine Doyle DAA

Ciara Turner Woodies

David McCormack AIB

Dawn O'Driscoll Irish Water

Dawn Wynne Dalata Hotel Group

Dee Murray SuperNode

Diarmuid Leahy Designer Group

Eileen Lee PM Group

Eimear O'Reilly Chadwicks Group

Eimear Reilly Rehab Group

Eleanor Nash An Post

Garry McCabe Mater Private

Jody Jordan CarTrawler

Joe Cronin ICON

Lorraine Culligan Primark

Lynda Quinn Tourism Ireland

Majella Darcy Ornua

Martina Williamson Bord Gáis

Matt Elliott Bank of Ireland

Matt O'Callaghan Musgrave

Maura Winston Cairns Homes

Michelle Healy Kerry Group

Nessa White Bus Eireann

Niamh Walsh Dunnes Stores

Nicola McCracken DCC plc

Nicola O'Malley CRH

Oonagh Kelly NTMA

Orla Graham Davy

Paula O'Sullivan Fexco

Rachel Dalziel Keelings

Rosarii Mannion Tusla

Sarah Keating ESW

Sinead Kilkelly ESB

Stephanie White Fenargo

Susan Rafferty Cubic

Susie Leacy Clúid Housing

Tara Flynn Aer Lingus

Zelda Booth Ardagh Group





Adrian Beatty

Group Head of Human Resources, Dairygold

Adrian Beatty is a highly motivated and results-driven senior HR leader currently serving as Group Head of HR at Dairygold. With a distinguished track record of leading HR functions across both unionised and non-unionised environments, Adrian brings extensive experience spanning multiple sectors and organisational contexts.

A graduate of the UCD Michael Smurfit Graduate Business School, Adrian combines a strong academic foundation with deep practical expertise in shaping and delivering people strategies that drive business performance. Adrian has demonstrated the ability to operate effectively at both strategic and operational levels, consistently contributing to the successful delivery of transformational organisational change.

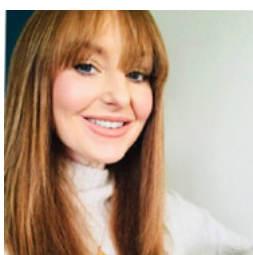


Aileen Bailey

Chief People Officer at Irish Rugby Football Union (IRFU)

Aileen Bailey works for the IRFU in the role of HR Director since September 2014. Aileen is an experienced HR professional with a background spanning banking, communications, aviation, and sport. Most of her career has been rooted in the sports sector – including roles at the FAI and the IRFU — and she is particularly passionate about wellbeing and the broad scope that HR brings. Aileen believes that a great HR service from an employee's perspective is an approachable HR department with a true open-door policy.

She has a Business Degree from DCU, a Diploma in Employment Law from TUD and an Advanced Diploma in Corporate Wellbeing Coaching from Kingstown College. Aileen recently completed her MSc in Work & Organisational Behaviour from DCU.

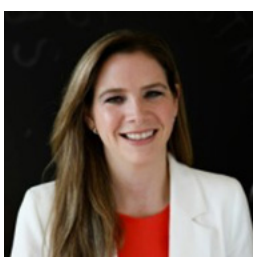


Aileen Haverty

Chief People Officer at Therapie Group

Aileen Haverty is an experienced HR Professional who thrives at the heart of business operations. With over 20 years of experience at a managerial and business partner level, she has worked across many different industries such as telecommunications, construction, hospitality, private sector, and retail. A strategic thinker with a big-picture perspective, Aileen welcomes the chance to implement policies, procedures, and strategies to ensure organisations are operating with best practices at all times. She possesses extensive HR generalist exposure and knowledge, complemented by strong values and the courage to stand up for what she believes in.

Aileen is curious, a decisive thinker, driven to deliver results, and personally credible. She believes that ambition and hard work can transcend most obstacles. Her well-rounded expertise allows her to make significant contributions to any company's human resources function.



Aisling Zito

Chief People Officer at Glanbia Performance Nutrition

Aisling Zito is a senior HR leader currently serving as Chief Human Resources Officer for Glanbia, where she has spent over a decade in progressive roles. Aisling has built a distinguished career across the food and nutrition, professional services, and consumer goods sectors, holding senior HR and leadership roles with globally recognised organisations including Glanbia Performance Nutrition, EY, and Mars.

When recently appointed CHRO Aisling said 'I look forward to continuing to build on that foundation – strengthening our leadership, supporting our teams around the world and fostering the 'One Glanbia' spirit as we deliver on the next phase of our journey as a focused, high-performing nutrition company.'

Aisling holds an MBA from the University of Maryland and a degree from George Mason University and has completed a Senior Leadership Programme at Harvard University.



Alistair Tosh

HR Director at Kirby Group Engineering

With over two decades of experience across engineering, food, sport, healthcare, and professional services, Alistair has developed a broad and impressive HR career. He currently holds the position of HR Director at Kirby Group Engineering, having previously served as Chief People Officer at ARYZTA.

A significant chapter of his career was spent at the Irish Management Institute, where he led executive development programmes for more than eight years. When discussing the investment in diversity and Inclusion in Kirby, Tosh says, 'we are proud to nurture a diverse workforce. Through a wide range of mentoring, outreach and training and development programmes, we are investing in a more diverse and inclusive future.'

Alistair's academic credentials include an MBA from Ulster University, a Strategic HRM Diploma from the Irish Management Institute, and a degree in Accountancy and Finance from Heriot-Watt University.



Amy Burke

Chief People & Sustainability Officer at Vhi

Amy Burke is a senior HR leader currently serving as Chief People & Sustainability Officer at Vhi, a position she has held since 2020. Prior to this, she served as Interim Head of Human Resources at Bank of Ireland, having spent nearly twelve years with the group across a series of progressive HR Director roles spanning retail banking, capital markets, and manufacturing divisions in both Ireland and the UK. Amy has built a distinguished career across financial services, insurance, and banking sectors, bringing strategic HR and sustainability leadership to leading organisations. She has played a pivotal role in driving the People agenda forward, meaningfully influencing and shaping key colleague priorities such as culture development and building organisational capability.

Amy holds a BSc in Finance from University College Cork and has completed HR Management studies at the University of Michigan's Ross School of Business.



Aoife Rafferty

People & Culture Director at Football Association Ireland

Aoife Rafferty has built a distinguished career across healthcare, sport, technology, and public sector organisations, bringing deep expertise in workforce planning, organisational development, and strategic HR to organisations.

A seasoned HR leader, she currently serves as People & Culture Director at the Football Association of Ireland, having previously held the role of Chief People Officer at Oberstown Children Detention Campus and Head of HR, Workforce Planning & Organisational Design for Children's Health Ireland.

She holds a Bachelor's Degree in Hotel Management from Technological University of Shannon and a Master's degree in Human Resource management from the National College of Ireland.



Aveen Batt

Head of Talent, Permanent TSB

Aveen Batt is an accomplished HR leader with extensive experience in driving people strategy and organisational performance within the financial services sector. Currently working with Permanent TSB, Aveen has built a strong reputation for delivering impactful HR solutions that support business growth and enhance employee experience.

Aveen brings a well-rounded background across key HR disciplines, with particular strengths in talent management, employee engagement, organisational development, and strategic workforce planning. Aveen has consistently demonstrated the ability to partner effectively with senior leadership teams, contributing at both strategic and operational levels to deliver business-critical initiatives.



Barbara Carroll

Chief People Officer, Dublin Bus

Barbara Carroll is Chief People Officer of Dublin Bus, and brings more than 25 years' experience of people strategy experience in large domestic, semi-state and multinational organisations across sectors including, professional services, public transportation, fintech, legal, construction and tourism. Prior to her current role, she was director of Human Resources in the Law Society of Ireland. She is an Independent Non-Executive Director on the Board of Unijobs and Vice-Chair to the Board of Family Carers Ireland.

Barbara holds a Master in Business Practice from UCC, Post-Graduate Diplomas in both Leadership and Management from the Irish Management Institute and a Post-Graduate Diploma in Employment Law from the Law Society of Ireland. She is a Chartered Fellow of the Chartered Institute of Personnel Development and is certified in Company Direction from the Institute of Directors.



Barry Holmes

Director of Group Human Resources, RCSI

Barry Holmes is an experienced HR leader with a strong track record of supporting organisational effectiveness and people strategy within complex, purpose-driven environments. Currently working with the Royal College of Surgeons in Ireland (RCSI), Barry brings deep expertise across a broad range of human resources disciplines.

Barry has developed a reputation for building strong partnerships with leadership teams and delivering impactful HR initiatives that align with organisational goals. Barry operates confidently at both strategic and operational levels, helping to shape and implement people strategies that enhance performance, engagement, and organisational capability.



Celine Doyle

Human Resources Director at DAA

Celine Doyle is a senior HR leader currently serving as Human Resources Director at daa, Ireland's state-owned airport operator. She has played a key role in shaping people strategy within a large, complex aviation environment.

She previously held the role of Head of Human Resources at daa and has built extensive experience across sectors including media, telecommunications, and food manufacturing.

Her career includes international HR leadership roles and board-level experience, with a strong focus on organisational transformation and employee engagement.



Ciara Turner

HR Director, Woodies

Ciara Turner is an experienced HR leader who recently joined Woodies, part of the Grafton Group. Prior to this she worked with Coillte as Group Head of HR where Ciara played a key role in shaping and delivering people strategy within a complex public sector environment. With a strong track record across organisational development and strategic HR, Ciara brings a practical and commercially aware approach to aligning people initiatives with business objectives.

With expertise spanning employee relations, communications, leadership development, and organisational change, Ciara is a trusted partner in navigating evolving workforce challenges and enabling sustainable business success.



David McCormack

Chief People Officer at AIB

David McCormack is Chief People Officer at AIB, with over 20 years' experience in senior HR leadership roles. He is responsible for leading the bank's people strategy, including culture, transformation, and workforce planning.

He previously served as Deputy Chief People Officer and Head of HR for AIB UK, where he led major organisational and cultural change programmes.

David is recognised for driving initiatives in hybrid working, employee engagement, and diversity, helping align people strategy with broader business goals.



Dawn O'Driscoll

People and Safety Director at Uisce Éireann

Dawn has built an extensive career across utilities, financial services, and infrastructure sectors, bringing strategic HR leadership to major organisations including Uisce Éireann, Eirvia, and AIB. A senior HR leader, she currently serves as People and Safety Director at Uisce Éireann, Ireland's national water utility, having previously served as Group HR Director at Eirvia, overseeing people strategy across Gas Networks Ireland, Irish Water, and Aurora Telecom.

The foundation of her career was built over 16 years at AIB, where she progressed through a series of HR roles spanning employee relations, business partnering, and senior HR leadership.

She holds a BCom and a Masters in Human Resources Management from University College Dublin and has completed an HR Strategy programme at London Business School.



Dawn Wynne

Chief People Officer at Dalata Hotel Group

Dawn Wynne has built a distinguished career across the hospitality, travel, and public sectors, bringing strategic HR and people leadership to well-known organisations including Dalata Hotel Group, Jurys Doyle Hotel Group, and TUI Travel. A seasoned HR leader, she currently serves as Chief People Officer at Dalata Hotel Group, Ireland's largest hotel operator, a role she has held since 2022 following over 13 years as Head of Human Resources within the same organisation. She also serves as a member of the Government's Low Pay Commission.

Dawn holds an MA and PGDip in Hospitality Management from Glasgow Caledonian University and a Master of Arts from Glasgow University, complemented by a CIPD qualification in Personnel Practice.



Dee Murray

Chief People Officer at Supernode

Dee Murray has built a remarkable career across fintech, energy, and technology sectors, bringing strategic HR and change management expertise to globally recognised organisations including SuperNode, Tullow Oil, and Misys plc. An experienced HR leader, she currently serves as Chief People Officer at SuperNode, a role she has held since 2021, having previously spent nearly seven years at Tullow Oil, progressing through HR Business Partner and Group Head of HR roles before leading change management for the organisation. Earlier in her career, Dee held a series of progressive HR roles at Misys across Ireland and EMEA, building deep expertise in HR operations and transformation.

A passionate advocate for collaborative and empowered teams, Dee holds a qualification in Human Resources from the National College of Ireland and is CIPD qualified.



Diarmuid Leahy

Chief People Officer at Designer Group

Diarmuid Leahy is a senior international HR and business leader with extensive experience supporting organisations through growth, transformation and operational complexity across the engineering, construction, energy, life sciences and data centre sectors. He currently serves as Chief People Officer at Designer Group and previously held senior HR leadership positions with Arcadis DPS Group, Glenveagh Properties and Marathon Oil, where he led global people strategies across Europe, the US, Africa and APAC.

His expertise includes organisational development, talent management, leadership development, workforce transformation, HR technology implementation, employee engagement and strategic workforce planning. He has a strong track record of building organisational capability, enhancing performance and supporting sustainable growth in highly regulated, global environments.



Eileen Lee

Director of Services Delivery at PM Group

Eileen Lee is a senior leader at PM Group, where she serves as Director of Services Delivery, overseeing operational delivery and supporting organisational performance across complex projects.

She has progressed through a number of leadership roles within PM Group, building extensive experience in operations, project management, and service delivery.

Eileen is recognised for her strong execution focus and ability to drive performance and efficiency in large-scale, multidisciplinary environments.



Eimear O'Reilly

Human Resources Director at Chadwicks Group

Eimear has built an impressive career across retail, security, construction, financial services, insurance, telecoms, and public sectors, bringing strategic HR leadership to well-known organisations including Chadwicks Group, Allied Universal, Hilti Ireland, Paddy Power Betfair, Vodafone, and Allianz Ireland.

A seasoned HR leader, she currently serves as Human Resources Director at Chadwicks Group, where she leads the company's people strategy as a member of the Senior Leadership Team. Earlier in her career, she built broad HR expertise across Paddy Power Betfair, Vodafone, AIB, Meteor Mobile, Bank of Scotland, and Allianz Ireland.

A qualified business coach and experienced mediator, Eimear holds a BA Honours Degree in Human Resource Management and Industrial Relations from the National College of Ireland, complemented by a Diploma in Business Mentoring and Personal Coaching.



Eimear Reilly

Director of People and Culture

Eimear has an HR career which spans over 20 years, working across all aspects of HR, delivering both operationally and strategically in complex commercial and public service organisations. Until recently, Eimear served as Deputy Director of Human Resources at Trinity College with the core responsibility of leading a large team in running the operational aspects of HR. This includes Talent Acquisition, HR Support Centre, Employee Services, Pensions and Benefits, HRIS and Payroll. She holds an MBS in HRM from UCD, Michael Smurfit Graduate School of Business and an MBA from Dublin City University. She is currently Director of People and Culture at Rehab Group.



Eleanor Nash

Chief People Officer at An Post

Eleanor Nash has built a distinguished career across postal services, retail, facilities management, and energy sectors, bringing deep HR and industrial relations expertise to leading organisations including An Post, Eason, Sodexo, and Statoil Fuel & Retail. A senior HR leader, she currently serves as Chief People Officer at An Post, a role she has held since 2019, having previously spent over six years as Group Head of HR at Easons.

She holds a Masters in Human Resource Management from UCD Smurfit Business School and a BBS from Trinity College Dublin, complemented by diplomas in Leadership from IMI Dublin and Industrial Relations from IBEC/DIT.



Garry McCabe

Chief People Officer Mater Private Network

Garry McCabe, Chief People Officer at the Mater Private Network is a strategically focused Human Resource Professional with over twenty-five years' experience in Strategic Human Resources and Industrial Relations. A known high-achiever, adept at driving company growth and productivity, he has established "world class" innovative HR initiatives that have been widely adapted.

In recent years Garry has spent time out of Human Resources to work as a Commercial Director in Global Logistics to round out his business pedigree. Working with Mater Private Network for the past 5 years following 15 years with Kuehne + Nagel, the relatively rare blend of Human Resources and Commercial aligned to multi-industry experience, allows him focus on delivering real return on investment and driving continuous improvement in organisations.



Jody Jordan

Chief People Officer, CarTrawler

Jody is a passionate and dynamic HR leader currently serving as Chief People Officer at CarTrawler, having previously held the role of Chief Human Resources Officer at Hostelworld Group. Her career spans over two decades across travel technology, food, gaming, energy, and telecoms sectors, with senior HR roles at Kerry Foods, Kellogg, Paddy Power Betfair, Bord Gáis Energy, Vodafone Ireland, and Xerox. Jody has developed deep expertise in reward strategy, talent management, organisational capability, and business partnering.

She holds a BA Honours in Applied Languages and Intercultural Studies from Dublin City University and a Diploma in Executive and Leadership Coaching from the Life and Business Coaching Institute of Ireland.



Joe Cronin

Chief Human Resources Officer at ICON Plc

Joe Cronin is the Chief Human Resources Officer at ICON Plc, a global provider of outsourced development and commercialization services to pharmaceutical, biotechnology, medical device and government and public health organisations, ICON employs 41,000 people in over 50 countries. With over 25 years of HR experience across various industries, Joe Cronin is responsible for designing and implementing people strategies, building organisational leadership, and fostering a culture that enables ICON to execute its strategy effectively.

He has also held leadership roles at Kellogg Company, General Motors, and Computer Sciences Corporation, A University of Limerick graduate, he is a seasoned HR leader adept in talent management, organisational transformation, and M&A activities.



Lorraine Culligan

Group Director of People and Culture at Primark

Lorraine Culligan is the Group Director of People and Culture at Primark, overseeing almost 80,000 employees across 441 stores in 16 markets. With over 25 years of experience in the retail sector, including roles at Dunnes Stores and various senior positions at Primark since joining in 2005, Lorraine has been instrumental in reshaping the HR function to become 'People and Culture'. She leads with a people-first approach, nurturing internal talent, creating growth opportunities, and fostering a culture of transparency, inclusivity, and innovation.

Lorraine is passionate about building a culture of purpose and belonging at Primark, embedding a people-first mindset, and prioritizing continuous improvement and transformation to address the future of work challenges. Her change-oriented mindset and focus on leadership development, colleague engagement, and knowledge-sharing aim to enable individuals to realize their full potential and become the leaders of tomorrow.



Lynda Quinn

Head of Human Resources at Tourism Ireland

Lynda Quinn is Head of Human Resources at Tourism Ireland, with extensive experience as a senior HR leader across multiple industries. She is responsible for leading people strategy, organisational development, and cultural transformation within the organisation. She has held senior HR roles including Head of HR at Openhydro and The Kraft Heinz Company, and previously worked with BT and ntl, building a strong background in HR leadership and business partnering.



Majella Darcy

Chief People Officer at Ornu

Majella Darcy is Chief People Officer at Ornu, where she leads the global people strategy and oversees the development of the organisation's workforce to support its international growth. She brings over 25 years of HR leadership experience across global food, retail, and manufacturing sectors. Prior to joining Ornu, she served as HR Director for Europe and Asia Pacific at Aryzta and held senior HR roles with organisations including Tesco, Sainsbury's, Dunnes Stores, and Clerys.



Martina Williamson

People Director, Bord Gáis

Martina Williamson is People Director at Bord Gáis Energy, where she leads the transformation of the people strategy to enable the business to deliver on its purpose and net-zero ambitions in a highly competitive, evolving energy landscape. She is a passionate advocate for Diversity, Equity and Inclusion, Martina has advanced diversity, equality and inclusive practices as core to organisational culture and strategy, driving measurable outcomes in representation, strengthening colleague networks, and fostering a culture where people can thrive and perform at their best.

Martina holds a master's in international HR Management from Cranfield University, several post graduate Diplomas. She is a Fellow Chartered member of the Institute of Personnel & Development and is currently progressing through the Chartered Director programme, reflecting her strong commitment to governance and executive leadership.



Matt Elliott

Chief People Officer at Bank of Ireland

Matt Elliott was appointed to the role of Chief People Officer for the Bank of Ireland Group in February 2019. He has led the culture transformation of the Bank, developing a company where all colleagues thrive. Prior to that he was Group People Director with Virgin Money. Matt was part of the executive team who successfully acquired and integrated Northern Rock and listed the company on the London Stock Exchange.

A passionate advocate for inclusion and diversity, Matt appeared as a leading ally in the Financial Times lists for gender, ethnicity and LGBT+ inclusion, the first leader to appear in all three lists.



Matt O'Callaghan

Chief Human Resources Officer, Musgrave plc

With over two decades of HR leadership experience spanning food manufacturing, retail, and wholesale sectors, Matt O'Callaghan has developed a distinctive blend of commercial acumen and people strategy expertise. Currently serving as Chief Human Resources Officer at Musgrave, where he has spent over fourteen years in progressive senior roles, Matt previously held HR Director positions across EMEA at Kerry Group, overseeing HR across supply chain, manufacturing, and engineering functions. His core specialties encompass business transformation, culture change, talent leadership, and global employee relations.

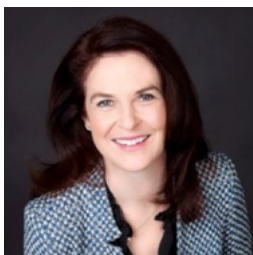
He holds a BCL in Law from University College Cork and a qualification in Business Studies from Munster Technological University.



Maura Winston

Chief People Officer at Cairn Homes

Maura Winston is Chief People Officer at Cairn Homes, where she leads the organisation's people strategy, organisational development, and change management initiatives, working closely with the executive team to support business growth and performance. She brings over 20 years of experience in organisational psychology, transformation, and talent development across consulting and public sector environments. Prior to joining Cairn in 2019, she held senior roles with Accenture and served as Director of Innovation and Change at the Federal Court of Australia, where she led large-scale transformation programmes. Maura holds a Master's in Social and Organisational Psychology from University College Dublin.



Michelle Healy

Chief Human Resources Officer at Kerry Group

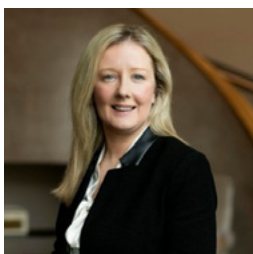
Michelle Healy is Chief Human Resources Officer at Kerry Group, where she leads the global people strategy and oversees organisational transformation, talent development, and culture across the business. She brings extensive international HR leadership experience spanning multiple global listed companies and industries, including food, consumer goods, and services. Prior to joining Kerry, she served as Group Chief People & Culture Officer at ISS A/S and held senior leadership roles with SABMiller and British American Tobacco, where she also gained significant general management experience across Europe and Asia.



Nessa White

Chief People Officer at Bus Éireann

Nessa White is Chief People Officer at Bus Éireann, where she leads the organisation's people strategy, driving culture, organisational transformation, and workforce development across the business. She brings over 20 years of senior leadership experience in the public sector, with a strong track record in strategic reform, organisational change, and aligning people capability with national and organisational priorities.



Niamh Walsh

Chief People and Talent Officer, Dunnes Stores

Niamh Walsh is a purpose-driven HR leader currently serving as Chief People and Talent Officer at Dunnes Stores, having previously held the role of Global Chief Human Resources Officer at Glen Dimplex, where she served as an executive board member. Prior to this, she spent nearly four years as Global HR Director at Actavo, and over seven years at Digicel Group, leading HR across 26 Caribbean and Central American markets.

Her key specialties include culture transformation, talent strategy, organisational design, and coaching. She holds a Masters in Human Resource Management from the University of Limerick, a Bachelor's in Business Studies from Waterford Institute of Technology, and advanced coaching qualifications from Sandown Business School and Ashridge Executive Education.



Nicola McCracken

Chief People Officer at DCC plc

Nicola McCracken is a highly accomplished international HR executive with more than 30 years of global experience leading people strategy, talent management, executive compensation, rewards, and organisational transformation across Europe and North America. She currently serves as Chief People Officer at DCC plc and is also a Non-Executive Director of St Vincent's Healthcare Group. Previously, she held senior leadership roles at CRH, including Director of Talent Management & Reward and Group International HR Manager, following over 12 years with PwC as Senior Manager of Human Resource Services. Earlier in her career, she worked in PepsiCo as an International Compensation & Benefits Specialist and completed a traineeship with the European Commission in Brussels.

Nicola holds a BCL in Law from UCD, dual LL.M. degrees in Computers & Law from Queen's University Belfast and a Diploma in Business and Executive Coaching from UCD.



Nicola O'Malley

HR Director at Irish Cement Ltd & Ireland Materials (CRH)

Nicola O'Malley is HR Director for Irish Cement Ltd and Ireland Materials at CRH, where she leads the people strategy across the organisation, with responsibility for talent development, employee engagement, and organisational culture. She brings over 20 years of HR leadership experience, having spent the majority of her career with Irish Cement, where she has served as Head of Human Resources since 2001 and supported long-term workforce development and business growth.

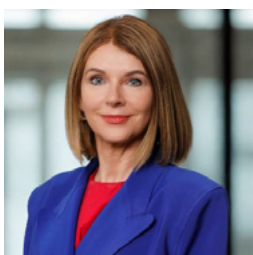


Oonagh Kelly

Chief People Officer at the National Treasury Management Agency

Oonagh is a senior People and Culture executive with over 25 years of international HR leadership experience across financial services, insurance, consulting, and not-for-profit sectors. She currently serves as Chief People Officer at the National Treasury Management Agency and is a Non-Executive Director and Chair of the People Committee at Plan International Ireland. Previously, she was Head of Human Resources for New Ireland Wealth & Insurance, HR Director and Group Head of Inclusion & Diversity at Bank of Ireland, Strategic HR Business Partner at AIB and VP of HR at Houghton Mifflin Harcourt.

Her expertise spans people and culture strategy, organisational transformation, talent management, leadership coaching, diversity, equity and inclusion, employee engagement, organisational effectiveness, and change management. Oonagh holds a BA in Human Resources, an MA in Political Science and qualifications in executive coaching, ESG, and organisational development.



Orla Graham

Chief People Officer at Davy

Orla is an accomplished HR executive with over 20 years of experience across leading multinational organisations including Davy, Deloitte, Coca-Cola, Marks & Spencer, and the Association for Coaching. She currently serves as Chief People Officer at Davy, having previously held senior leadership positions at Deloitte. Recognised as Ireland's HR leader of the year in 2017, Orla is known for driving business transformation, building high-performing cultures and developing leadership capability. Her expertise spans talent management, learning and development, executive coaching, organisational change, employee engagement, leadership development, and HR strategy.

She holds a BSc in Microbiology and Biochemistry from the University of Galway and a Diploma in Company Direction from the Institute of Directors.



Paula O'Sullivan

Group HR Director, Fexco

Paula is an experienced HR leader with more than 20 years of progressive human resources experience, primarily with Fexco, where she advanced from HR generalist and HR manager to Head of Group Human Resources and currently Group HR Director. Prior to Fexco, she served as HR manager with Dunnes Stores across the UK and Ireland. Paula is passionate about creating positive employee cultures and experiences that drive both individual and organisational success.

She holds a First-Class Honours MSc in Work and Organisational Behaviour (Human Resources) from the University of Limerick and a Bachelor of Business Studies in Human Resources Management from SETU Waterford.



Rachel Dalziel

Chief People Officer at Keelings

Rachel is a senior HR executive with over 20 years of international experience across the technology, financial services, and not-for-profit sectors. She currently serves as Chief People Officer at Keelings and previously held a range of senior HR leadership roles at RSA, including Head of Talent Management, and Group HR Business Partner. Earlier in her Career, she was an EMEA HR Business Partner with Dell and Nortel, where she led organisational change and business transformation initiatives. Rachel is recognised for partnering with executive teams to translate business objectives into people strategies.

She holds an MA in History and Geography from UCD and a Diploma in Personnel Management from the National College of Ireland.



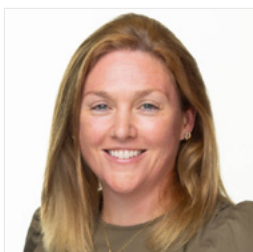
Rosarii Mannion

National Director for People and Change at Tusla

Rosarii Mannion is a senior HR leader and executive coach based in Ireland, currently serving as National Director of People and Change at the Tusla Child and Family Agency. She is an experienced corporate leader with a strong track record in people strategy, organisational development, and driving performance through coaching-led cultures.

Rosarii has held several high-profile leadership roles throughout her career, most notably as National HR Director at the Health Service Executive (HSE), Ireland's largest employer with over 120,000 staff. In these roles, she has led large-scale workforce strategies, organisational transformation initiatives, and governance frameworks across complex public sector environments.

Rosarii is also Chair of Pobal and a global board director for the International Coaching Federation.



Sarah Keating

Chief People Officer at ESW

Sarah Keating is Chief People Officer at ESW, where she leads the global people strategy, organisational development, and HR transformation efforts to support the company's growth in the technology and eCommerce sector. She brings extensive international HR leadership experience across multiple industries, including technology, consumer goods, and life sciences.



Sinead Kilkelly

Executive Director of People & Sustainability at ESB

Sinead Kilkelly is a senior people and sustainability leader with extensive experience across utilities, transport, aviation, banking, technology, and public service. She currently serves as Executive Director of People & Sustainability at ESB, having previously held senior leadership roles at Bus Eireann, Etihad Airways, Royal Bank of Scotland, Ulster Bank, and Intel. Across her career, she has led large-scale transformation, HR shared services, people operations, global mobility, employee communications, and systems change programmes, including mergers, acquisitions, and international integrations. Sinead also serves on the boards of the Road Safety Authority and Self Help Africa.

She holds an MBA from Trinity College Dublin and a BSc in Marketing from the College of Marketing & Design.



Stephanie White

Chief People Officer, Fenargo

Stephanie White is a highly experienced global HR executive with more than 20 years of leadership across the technology and fintech sectors. As Chief People Officer at Fenargo, she leads the company's global people strategy, HR operations and facilities function. Prior to joining Fenargo, Stephanie spent over a decade at eBay, where she held senior leadership roles including Global Vice President, People, overseeing HR initiatives for approximately half of eBay's global workforce and leading teams of up to 180 HR professionals.

Prior to this, she spent seven years at PayPal supporting rapid international growth and workforce expansion. She is recognised for building high-performing cultures that drive business growth and organisational performance. Stephanie holds a BA(Hons) in Business Studies from Dundalk Institute of Technology.



Susan Rafferty

Chief People Officer at Cubic

Susan Rafferty is a commercially focused HR executive with over 20 years of international experience leading people and cultural strategies across technology, financial services and aircraft leasing organisations. As Chief People Officer at Cubic she oversees leadership development and experience, people operations and culture, and global talent. Prior to Cubic, she served as Head of HR at Avolon and spent more than 12 years as Human Resources Director at CIT, supporting businesses across Europe, Asia and the US. Her expertise spans M&A divestitures, learning and development, employee engagement, organisational change and workforce planning.

Susan holds an Honours Degree in Business from UCD, a Diploma in Executive and Business Coaching from UCD Smurfit Business School and has completed strategic leadership studies at INSEAD.



Susie Leacy

Chief People Officer at Cluid Housing

Susie Leacy is an accomplished Chief People Officer with nearly 20 years of HR leadership experience across technology, software development, FMCG, not-for-profit and regulated sectors. Currently serving as Chief People Officer at Cluid Housing, she leads people strategy, organisational development, culture, leadership capability, workforce planning and governance, partnering closely with executive leadership and board committees. Previously, she held senior people leadership roles at Cubic Telecom and HEAnet, where she drove large-scale organisational transformation, employee experience, digital change and culture initiatives.

Susie holds a master's in business studies specialising in Human Resource Management from UCD Michale Smurfit Graduate Business School, a Diploma in Employment Law, a Master Diploma in Leadership coaching and Mentoring and a EMCC senior practitioner accredited coach.



Tara Flynn

Chief People Officer at Aer Lingus

Tara Flynn is an accomplished people leader with extensive experience across aviation, manufacturing, forestry, financial services, consulting, and employer relations. She currently serves as Chief People Officer at Aer Lingus, following senior leadership roles including Group Chief People & IT Officer at Glen Dimplex and Group HR Director at Coillte. Earlier in her career, Tara held HR and employee benefits roles with Willis, Mercer, Scottish Provident, Ulster Bank Markets, and IBEC, building deep expertise in people strategy, employee relations, organisational change, and leadership. She holds a BA in Business Studies and Political Science from Trinity College Dublin and studied through Technological University Dublin and the Law Society of Ireland.



Zelda Booth

Chief Human Resources Officer at Ardagh Group

Zelda Booth is an accomplished global HR executive with over 20 years of experience across manufacturing, financial services, professional services and insurance sectors. She currently serves as Chief Human Resources Officer at Ardagh Group, having previously held senior HR leadership roles at Utmost Group, State Street and EY. Throughout her career, she has partnered with executive teams to drive organisational performance, workforce transformation and people strategy across international markets. Her expertise spans strategic workforce planning, employee relations, change management, talent management, succession planning, leadership development, compensation and benefits, employee engagement and organisational effectiveness.

Zelda is particularly recognised for her strengths in HR business partnering, mediation and coaching. She holds a Bachelor of Commerce, a Master's in Human Resource Management and a Postgraduate Diploma in Employment Law from University College Dublin, alongside qualifications in executive coaching, mediation and strategic workforce planning.

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Multinational Sector

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Ciara Smyth Farview Equity Partners

Clodagh Logue Eaton

Denise Collins Norbrook

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Freya Ronan LetsGetChecked

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Teresa Kilmartin Great-West Lifeco Inc.

Theresa Murray Aer Cap

Triona O'Healai Amundi





Ann Marie Clyne

Vice President of Human Resources at Mastercard

Ann Marie Clyne is a senior HR leader responsible for people strategy at Mastercard's Dublin technology hub, where she supports organisational growth and talent development. She has played a key role in scaling the business and fostering a culture focused on inclusion, innovation, and employee engagement.

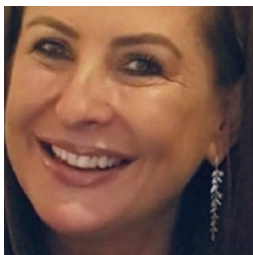
She joined Mastercard through the acquisition of Orbiscom and has since held a range of international roles, including assignments in Nairobi, Sydney, and Moscow. Her career spans global HR leadership across technology and financial services, with a strong focus on diversity and building high-performing teams.



Annamarie O'Connor

People and Culture Director at Tayto Snacks

Annamarie joined Tayto Snacks as People & Culture Director in 2019. She has over 25 years' experience working in the People & Culture space, across a variety of industries including FMCG, finance, higher education, health, and media both in Ireland and the UK. During her career she led organisational change and cultural development initiatives, leadership and talent development programmes and change management projects as well as serving on a number of industry Committees. She is passionate about achieving organisational success through employee engagement and was awarded Great Place to Work Ambassador in 2022.



Bairbre Berry

Chief People and Culture Officer at Credit Agricole Assurances

Bairbre Berry is an experienced HR leader with a strong track record across insurance, higher education, telecommunications, and healthcare. She currently serves as Head of Human Resources at Credit Agricole Assurances, having previously held senior HR leadership roles at Dublin City University, eir Ireland, Friends First, and Central Manchester Healthcare Trust.

Across more than two decades, she has developed deep expertise in HR strategy, employment law, coaching, business partnering, and organisational development. In the middle of a major transformation programme in the organisation, she has steered excellent engagement results both within the group and externally via Great Place to Work while ensuring our leaders are equipped with tools and skills to lead the organisation through the future of work.

Bairbre holds a Bachelor's degree in Psychology and postgraduate diplomas in Employment Law and Business and Executive Coaching from University College Dublin, as well as a Master's degree in Human Resource Management and Industrial Relations from the University of Manchester.



Caoimhe Keogan

Chief People Officer at AVEVA Group

Caoimhe is currently the Chief People Officer at AVEVA Group, the UK headquartered industrial software leader, where she leads a global team of over 250 HR professionals responsible for all aspects of employee experience across a workforce of almost 10,000 people. Caoimhe spent the first part of her career in management consulting with KPMG and Deloitte. She then moved to Google in Dublin, where she held several roles in learning & development and HR. In 2013, she moved to Berlin to join SoundCloud, the world's largest open audio platform as its first VP People. Following her time in early-stage tech, she joined FTSE listed Moneysupermarket Group in London to support a multi-year business transformation. Three years ago she took on her current role at AVEVA, which at the time was the largest publicly-listed software business in the UK.



Ciara Ruane

Chief People Officer at Avolon

Ciara Ruane is a highly experienced HR leader with a strong background across aviation, retail, consulting, and professional services. She currently serves as Chief People Officer at Avolon, having previously held senior people and reward leadership roles at Primark, where she led global centres of expertise across talent acquisition, reward, learning, leadership, diversity and inclusion, mobility, and charity partnerships. Earlier in her career, Ciara spent over a decade at Towers Watson and four years at Mercer, building deep expertise in reward, performance, talent, and communications.

She holds an MSc in Business Studies from Smurfit Business School, a BA in Human Resource Management from the National College of Ireland, and a BSc in Biochemistry from University College Cork.



Ciara Smyth

Strategic Advisor at Farview Equity Partners

Ciara Smyth is a highly accomplished human capital executive with more than 25 years of international leadership experience advising founders, CEOs, boards and executive teams across high-growth technology and digital businesses. She has held senior leadership roles including Chief People Officer at King, Executive Vice President of Human Resources at Zipcar, Chief Human Resource Officer at Houghton Mifflin Harcourt, and Chief Integration Officer for the merger of Paddy Power and Betfair.

Today, she advises growth-stage, venture-backed and unicorn technology companies on leadership, organisational scaling and strategic people matters. Ciara holds a BA in History and Philosophy from University College Dublin, an MA in Continental Philosophy from the University of Essex, and an MA in International Relations from The Fletcher School at Tufts University.



Clodagh Logue

EMEA Human Resources Director

Clodagh Logue has built an impressive career across technology, wearable technology, energy, and professional services sectors, bringing strategic HR leadership to globally recognised organisations including Eaton, Google, Fitbit, and Microsoft. A senior HR leader, she currently serves as EMEA Human Resources Director at Eaton, where she drives talent strategy across the energy solutions division.

Prior to this, she held the role of HR Director at Google following the acquisition of Fitbit, where she had served as Vice President of International HR. Clodagh also spent over four years at Microsoft in progressive HR leadership roles across Ireland and Australia. She holds an MBS in Human Resources from University College Dublin, a BA in Business and Economics from Trinity College Dublin, and has completed programmes at INSEAD and Cornell University.



Denise Collins

People and Culture Director at Norbrook Labs

Denise Collins is a strategic HR leader and Chartered FCIPD with over 25 years of international experience across pharmaceuticals, life sciences, manufacturing, energy, consumer goods, consulting, and the non-profit sector. She currently serves as People & Culture Director at Norbrook Laboratories and is founder of ForeBee Consulting, delivering fractional and advisory people solutions. Previously, she held senior HR leadership roles at Norbrook, OpenHydro, Coca-Cola HBC, and GlaxoSmithKline, leading culture transformation, talent development, reward, organisation design, and employee engagement initiatives across global markets.

Originally trained as a scientist, Denise holds a PhD in Organic Chemistry from Queen's University Belfast and a BSc in Chemistry with Maths from University College Dublin.



Derval McDonagh

Chief People Officer, AXA Ireland

Derval McDonagh is a seasoned HR professional with C-suite level strategy setting and commercial expertise. She has served on Executive Committees and led teams of 30+ in complex matrix organisations, interfacing with regulators, Boards, and Board Subcommittees. Derval has extensive knowledge of HR, specializing in organisational change, strategic resource planning, talent management, and succession planning.

With years of experience leading Industrial Relations, Recruitment, Reward, Learning, HR Data, Risk, and Operations teams, she brings a wealth of expertise to the table.



Fiona Mullan

Chief People Officer at Bloom & Wild

Fiona Mullan is a highly experienced HR executive with over 20 years' experience leading global people strategies across the technology and e commerce sectors. She currently serves as Chief People Officer at Bloom & Wild, where she oversees organisational growth, culture, and talent strategy.

Prior to this, she held senior leadership roles including Chief People Officer at Ding and Vice President of International HR at Facebook (Meta), with earlier experience at Microsoft and Accenture.



Freya Ronan

SVP of People at LetsGetChecked

Freya Ronan is an experienced People & Culture leader with a strong track record of building and scaling high-growth organisations. Most recently, she served as SVP of People at LetsGetChecked, where she partnered with founders and executive leaders to support rapid international expansion, growing the workforce from 38 to over 2,000 employees across six global markets.

During her tenure, she built and scaled the People function, led executive hiring, implemented leadership development programmes and designed organisational structures to support sustained growth. Earlier in her career, Freya held HR and training roles with McCann FitzGerald, ESB International and ManpowerGroup. She holds a Bachelor's Degree in Human Resource Management from Technological University Dublin.



Geraldine Joanes

People and Culture Director at Diageo Ireland

Geraldine Joanes is an experienced HR leader currently serving as People and Culture Director at Diageo Ireland, where she leads people strategy, culture, and organisational development.

She has built a long international career with Diageo, holding senior HR roles across multiple markets including the UK, Europe, China, and Australia.

Geraldine is recognised for driving inclusion and diversity initiatives, employee wellbeing programmes, and building high performing, people focused workplace cultures.



Iana Stantieru

HR Director for Vision EMEA at Johnson & Johnson

Iana Stantieru is a senior HR leader with over 20 years' international experience, currently serving as HR Director for Vision EMEA at Johnson & Johnson.

She has held a range of global HR leadership roles within the organisation across Europe, Asia, and the US, leading transformation, talent strategy, and organisational design programmes.

Her expertise includes leadership development, mergers and acquisitions, and building high-performing teams in complex, multinational environments.



Joe Ffrench

Human Resources Leader EMEA, Okta

Joe Ffrench is an accomplished HR Leader with over two decades of experience developing and executing HR strategies that drive outstanding business results across global organisations. His experience spans the technology, financial services and consulting industries. He has broad expertise across the HR function including HR business partnership, talent management, talent acquisition, and learning & development. He has led matrixed regional and international HR teams in complex operating models. Joe is passionate about developing the capabilities and culture that drive business success and enable people to flourish.

Joe is a member of the Organisation & HR Committee of Trocaire, a charity which addresses the causes of poverty in the developing world. He is a member of the assessment panel for the CIPD Ireland Annual HR Awards. He holds an MSc in HR Strategy and a BA in Business & Politics.



Lorraine McGlinchey

VP HR Lead, Global Manufacturing & Supply at Zoetis

Lorraine McGlinchey is a senior global HR executive currently serving as VP HR Lead for Global Manufacturing and Supply at Zoetis, based in Dublin.

She has held several senior leadership roles across leading multinational organisations, including HR leadership positions at Moderna, Chief People Officer at Uniphar Group, and senior HR roles with MSD and Pfizer. Her expertise spans global HR strategy, organisational transformation, and talent leadership, with extensive experience across international markets and highly regulated industries.



Martina O'Donnell

Human Resources Director at Sysco Ireland

Martina O'Donnell is Human Resources Director at Sysco Ireland, where she leads HR strategy, internal communications, and risk and compliance across the organisation. She brings over 20 years of HR leadership experience in the foodservice and hospitality sectors, with a strong track record of supporting organisational growth and transformation, including overseeing workforce expansion during significant business scaling and acquisitions. Prior to her current role, she held senior HR positions with Pallas Foods, Lyrath Estate Hotel, Adare Manor, and the Fitzpatrick Hotel Group. Martina holds a Master's in Human Resource Management from the University of Limerick.



Niamh McGarty

Vice President of HR Business Partnering – AI, Product, Engineering and IT at Zendesk

Niamh McGarty is a senior HR executive with over 20 years of international experience leading people strategy, organisational transformation and talent development across technology and financial services sectors. Currently Vice President of HR Business Partnering at Zendesk, she partners with executive leaders to drive organisational design, workforce planning, leadership development and change management initiatives for more than 2,500 employees globally.

Prior to Zendesk, Niamh held senior HR leadership roles at Vodafone and HSBC, where she led talent, learning and development, organisational effectiveness and future-of-work programmes. Niamh holds a First Class Honours Master's degree in Work and Organisational Behaviour from Dublin City University, a Postgraduate Diploma in Human Resource Studies, and a BA (Hons) in Law and Human Resource Studies.



Nike Furlong

Director, EMEA People | Riot Games

Nike Furlong the Director of People (EMEA) of Riot Games. She is a strategic and values-driven People leader with extensive experience shaping high-performing cultures and enabling business growth across global, corporate, and fast-paced technology environments. As Director of EMEA People at Riot Games, she partners with senior leaders to develop and execute people strategies that align with organizational goals, foster engagement, and empower teams to do their best work. Throughout her career, Nike has played a central role in leading complex organisational transformations, including large-scale restructures, operating model redesigns, leadership transitions, cultural evolution initiatives, and talent strategy transformations.



Noelle Burke

Human Resources Director at Vodafone Ireland

Noelle is the Human Resources Director at Vodafone Ireland and is responsible for designing and delivering the company's people agenda and cultivating Vodafone's inclusive workplace. Noelle has HR experience spanning Tech, Financial Services, and FMCG. She is a Chartered Member of the Institute of Directors; she is on the Board of MS Ireland and the advisory board for Technological University Dublin.

Noelle is customer centric, she values diversity, teamwork, ambition and authenticity. She enjoys building talented teams and fostering customer and people-focused cultures.



Orla McCarthy

Head of Human Resources at PEI Surgical

Orla McCarthy is Head of Human Resources at PEI Surgical, where she leads the organisation's people strategy, talent management, and HR operations to support business growth. She brings over 20 years of HR leadership experience, primarily within financial services and professional services environments. Prior to her current role, she held HR leadership positions with Flynn O'Driscoll, Swim Ireland, and major financial institutions including Barclays Bank and Davy Stockbrokers, where she was involved in building and developing HR functions.



Orlagh Hunt

Chief People Officer at OSB Group

Orlagh Hunt is a highly accomplished, progressive, and change-orientated executive who has worked across several industry sectors, including Retail, FMCG, Financial Services, and Telecommunications. She is currently the Chief People Officer at OSB Group, having joined the organisation in September following her previous role as Chief People Officer at Yorkshire Building Society (YBS), a mutual offering savings and mortgages based in Leeds.

Prior to YBS she was a Non-Executive Director at FBD and Interim People Director for Virgin Media Ireland. She returned to Ireland as Chief People Officer for AIB during a time of unprecedented change in the bank. During her time AIB she was part of the Leadership team that lead the transformational change across the business & returned the bank to profit. She also spent a considerable amount of time in senior roles with RSA and AXA Sun Life.

Orlagh is a Fellow of the Chartered Institute of Personnel Development and holds BA Hons Jurisprudence from Oxford University.



Sandra McDevitt

Chief Human Resources Officer at Immersive Labs

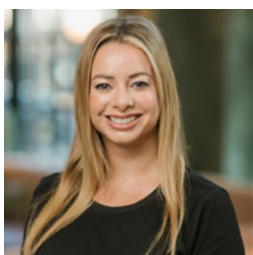
Sandra McDevitt is Chief Human Resources Officer at Immersive Labs, where she leads the global people strategy and oversees talent, culture, and organisational development across the business. She brings extensive international HR leadership experience spanning global technology companies, with a strong track record in scaling organisations and supporting rapid growth. Prior to joining Immersive Labs, she served as Chief People Officer at Patreon and Quantcast, and held a number of senior HR leadership roles at Google.



Sandra Thorpe

Chief People Officer at Superbet

Sandra Thorpe is a highly accomplished Chief People Officer and HR executive with more than 25 years of international experience leading people, talent and organisational transformation strategies across global businesses in Europe and the US. She currently serves as Chief People Officer at Super and Previously held senior leadership roles with AVIV Group, Korn Ferry, Cairn Homes, Paddy Power, CIT, Microsoft and Citigroup. Her Career spans executive HR leadership, organisational capability, talent management, culture transformation, leadership development and board-level people strategy. Sandra has extensive experience partnering with boards and senior executives to drive business performance through people-focused transformation. She also brings governance expertise through her leadership roles with Gate Theatre. She holds a BA in English and History and a Postgraduate Diploma in Human Resource Management both from UCD.



Sarah Manning

Chief People Officer at Monzo Bank

Sarah Begley is an accomplished global HR executive with more than 20 years of experience leading people strategies across the fintech, technology, SaaS and telecommunications sectors. She is currently Chief People Officer at Monzo, she has previously held senior leadership roles at Hopin, Zendesk at BT partnering with CEOs, founders and executive teams to drive organisational growth, cultural transformation, acquisitional growth, cultural transformation, acquisitions, geographic expansion and employee engagement. At Hopin she led the people function through hypergrowth, scaling the workforce to over 1,000 employees across 40+ countries and supporting multiple acquisitions. Sarah holds a BA in Human Resource Management from DCU and has additional qualifications in Employment Law, Coaching and Executive Leadership from UC Berkeley.

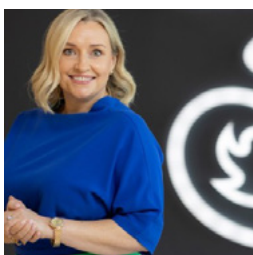


Simone Macleod-Nairn

Global Head of Group Business Partnering, EVP at First Abu Dhabi Bank

Simone Macleod-Nairn is a highly experienced global HR executive with nearly three decades of leadership experience across banking, insurance and financial services organisations. She has held senior leadership roles with First Abu Dhabi Bank, Flutter Entertainment, Macquarie Group, Irish Life, HSBC, Standard Bank, ABN AMRO and Merrill Lynch, leading HR strategy across Europe, the Middle East, Asia, North and South America. Known for her commercial and pragmatic approach, Simone has extensive expertise in organisational transformation, culture change, digital transformation, executive coaching, diversity and inclusion, reward strategy and performance leadership.

She has significant board and executive committee experience and is passionate about building high-performing, innovative cultures that accelerate business growth. Simone holds an Executive Certificate in Strategy and Innovation from MIT Sloan school of Management, a MSc in Human Resources Management (including CIPD accreditation) from London Metropolitan University, and Bachelors Degree in European Business (French) from the Dublin Business School.



Dr. Sinead Brennan

Chief People Officer at Three Ireland

Dr Sinéad Brennan is Chief People Officer at Three Ireland, where she leads the organisation's people, property, sustainability, and internal communications strategies, with a strong focus on organisational capability, leadership development, and inclusion. She brings extensive HR leadership experience across financial services and professional services, with a proven track record in driving transformation and building high-performing cultures.



Susan Bradford

Chief Human Resources Officer at Dubai Aerospace Enterprise

Susan Bradford is an accomplished HR leader with deep experience across aviation, aircraft leasing, financial services, and corporate services. She currently serves as Chief Human Resources Officer at Dubai Aerospace Enterprise, having previously spent a decade as Vice President of Human Resources at AWAS and earlier held senior HR roles at ITG, GE Capital, and Citi Group. Across her career, she has developed strong expertise in talent management, organisational development, employee engagement, performance management, compensation and benefits, and strategic HR planning.

Susan holds a Master's degree in HR and a qualification in Business and Executive Coaching from UCD Michael Smurfit Graduate Business School, as well as a BComm in HR and Economics from the University of Galway.

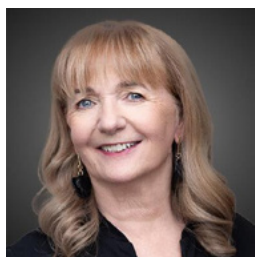


Suzann Archer

Head of People at Protex AI

Suzanne Archer is a seasoned people leader with extensive experience building and scaling high-performing organisations in the technology and fintech sectors. She has held senior HR leadership positions at Protex AI, Circit and Fenargo, where she played a pivotal role in supporting rapid international growth, organisational transformation and culture development. At Fenargo, she established and led the global people function through a period of significant expansion, helping the company evolve from a start-up to a unicorn business. Suzanne's expertise spans talent acquisition, leadership development, employee experience, total rewards, organisational design, workforce planning and strategic people operations.

She holds a BA in Human Resource Management and a Higher Certificate in Industrial Relations and Human Resource Management from the National College of Ireland and is a Chartered Member of the CIPD.

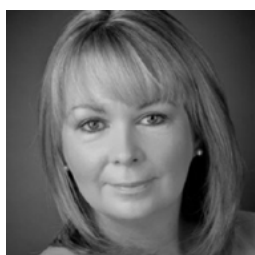


Teresa Kilmartin

Global Chief Human Resources Officer at Great-West Lifeco Inc

Teresa Kilmartin was appointed Executive Vice-President and Chief Human Resources Officer for Great-West Lifeco in January 2026. She previously served as Chief People Officer for the Europe segment from 2022 and, prior to that, as Chief People Officer of Irish Life Group from 2019. Teresa brings over 30 years of human resources experience across a wide range of sectors, spanning senior leadership roles and management consulting. She is a former Director of Genio, a non-profit organisation that combines private and government investment to scale social innovation, and of Tusla, the Irish Family and Children State Agency. Teresa is currently Chair of the Life Insurance Association, the principal educational body for insurance professionals in Ireland.

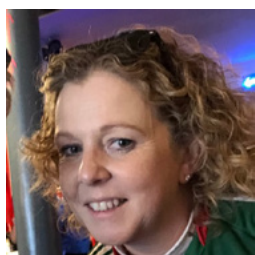
Teresa holds a Bachelor of Laws, a Master's degree in HR Strategy, and is a Chartered Fellow of the CIPD.



Theresa Murray

Global Head of Human Resources at AerCap

Theresa Murray is Global Head of Human Resources at AerCap, where she leads the global HR function, overseeing talent management, employee engagement, organisational effectiveness, and HR strategy across the business. She brings extensive international experience across telecommunications, technology, and aviation sectors, with a strong track record in leadership development and large-scale HR transformation.



Triona O'Healaí

Head of Human Resources at Amundi Ireland

Triona O'Healaí is Head of Human Resources for Ireland at Amundi Ireland, where she leads the organisation's HR strategy and people agenda within the financial services sector. She brings extensive experience across global HR leadership roles, with a strong focus on talent management, organisational development, and employee engagement.

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Aisling Campbell

Human Resources Director, Accenture Ireland

Aisling has been with Accenture for 10 years and oversees all aspects of Accenture in Ireland's People and Talent Strategy. She holds a Primary Degree in Psychology from Queen's University Belfast and a Masters in Occupational Psychology from the University of Leicester. She is also a qualified Executive Coach with particular interest in neuroscience. She is a member of the Worker and Employer Advisory Council (WEAC) with Irish Human Rights and Equality Commission (IHREC) and Labour Market & Skills Council Employer Engagement Subgroup with the Department of Social Protection.



Alison Hodgson

Country Market Director, CIPD Ireland

Alison is a highly accomplished HR leader currently serving as Country Market Director at CIPD Ireland, championing better work and working lives across the country. Her career spans over three decades across financial services, telecoms, retail, consulting, and professional services, including senior roles at Virgin Media, Bank of America, Merrill Lynch, McDonalds, and Royal Mail.

Alison holds an MSc in Occupational Psychology from Queen's University Belfast and a BA Hons in Psychology, complemented by an Executive Coaching accreditation from Middlesex University and a Post Graduate Certificate from Henley Business School.

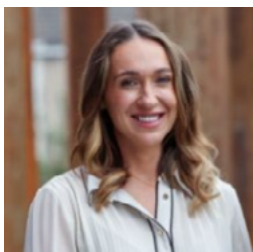


Colm Gorman

Head of People and Culture, KPMG Ireland

Colm is Head of People and Culture for KPMG in Ireland and the KPMG EMA (Europe, Middle East & Africa) region. Colm has over 30 years of experience in talent management, organisational development and aligning HR practices with the strategic direction of the firm.

Colm is also a member of KPMG's Global People steering group and KPMG Ireland's Executive Team. Colm holds a Masters in Human Resources from University College Cork and is a Chartered Fellow of the Institute of Personnel & Development (CIPD).



Elena Connolly

Head of People and Culture, BDO

Elena is an emerging HR leader with experience across professional services, financial services and public sector organisations. She currently serves as Head of People & Culture at BDO Ireland, having progressed through a series of HR leadership roles within the organisation. Prior to BDO, she held HR positions with Intertrust Group, Yarra City Council and Invesco, building expertise across the full employee lifecycle. Her experience includes people and culture strategy, employee relations, talent management, recruitment, performance management, organisational development and employee engagement.

Elena is recognised for her people-focused approach and commitment to fostering positive workplace cultures. She holds a Bachelor's degree in Business Administration and Management from Technological University Dublin and a Diploma in Human Resources Management from IBAT Dublin.



Elizabeth Buckley

HR Director at Forvis Mazars Ireland

Elizabeth is a senior HR executive with more than 20 years of experience leading people strategies across professional services, real estate and facilities management sectors. Currently HR Director at Forvis Mazars in Ireland, she has previously held senior HR leadership roles with Savills Ireland and ISS Facility Services, where she drove organisational transformation, employee engagement and talent development initiatives.

Known for her commercially focused approach, Elizabeth has a strong track record of building high-performing cultures, developing future leaders and delivering business results through effective people strategies. Her key HR specialities include strategic workforce planning, change management, restructuring, employee relations, talent and succession planning, leadership development, coaching and mentoring, employee engagement and HR process improvement.

Elizabeth holds a BA in English and Philosophy from University College Dublin and a BSc in Human Resource Management from Technological University Dublin.



Evelyn Kelly

HR Director, PwC Ireland

Evelyn is an experienced HR leader with over 25 years of expertise in human resources, recruitment and people operations across professional services, technology and financial sectors. She currently serves as Human Resources Director at PwC Ireland, where she has spent two decades leading HR operations, graduate and experienced hire recruitment, employee engagement initiatives and corporate responsibility programmes. During her tenure, she played a key role in designing and expanding PwC's HR shared services model, centralising people-related processes to improve efficiency and employee experience.

Prior to PwC, Evelyn held recruitment and HR roles with AOL Europe and leading recruitment consultancies. Her key HR specialities include HR operations, talent acquisition, employee engagement, shared services, process improvement, workforce planning, corporate responsibility and people administration. She holds a Bachelor of Commerce degree from University College Cork.



Lorraine Roche

HR Director, Matheson

Lorraine is a highly experienced HR executive with over 25 years of leadership experience in the legal and professional services sectors. She currently serves as HR Director at Matheson, where she leads the firm's people strategy, having previously held the role of Head of People Operations. Prior to joining Matheson, Lorraine held senior HR leadership positions with A&L Goodbody, Penningtons Solicitors LLP and Charles Russell Speechlys LLP in both Ireland and the UK. Throughout her career, she has partnered with senior leaders to attract, develop and retain top talent while driving organisational effectiveness and business performance.

Her key HR specialities include talent acquisition, talent management, employee retention, performance management, leadership development, dispute resolution, employee relations and change management. Lorraine holds a Postgraduate Diploma in Strategic Human Resource Management from the Irish Management Institute and is a CEDR Accredited Mediator.



Natalie Butler-Maxwell

Head of HR, Addleshaw Goddard

Natalie is an experienced HR leader with over 20 years of expertise across legal services, financial services and retail organisations. She currently serves as Head of HR for Ireland at Addleshaw Goddard, following more than eight years at Arthur Cox LLP where she held senior roles including Head of HR Operations and HR Business Partner. Earlier in her career, Natalie held HR leadership and business partnering positions with Arvato Finance, Brown Thomas, Brown Brothers Harriman and Citi.

Her key HR specialities include HR operations, talent acquisition, employee relations, organisational development, HR analytics, workforce planning, performance management and recruitment strategy. Natalie holds a Bachelor of Business Studies in Human Resource Management from Dublin City University, a Master of Business Studies from UCD Michael Smurfit Graduate Business School, a Diploma in Employment Law, and is a Chartered Fellow of the CIPD.



Niamh Cooney

Head of Talent Development and Graduate Talent, A&L Goodbody

Niamh is an experienced talent and organisational development leader with over 20 years of experience spanning legal services, consulting, enterprise development and strategy. She currently serves as Head of Talent Development and Graduate Talent at A&L Goodbody, where she leads talent development initiatives, leadership capability building and graduate talent programmes. Alongside this role, she is the founder of NC Consulting, advising organisations and government agencies on strategy development, management capability and business growth. Previously, Niamh spent over a decade with Enterprise Ireland in senior leadership roles focused on management development, strategy execution and organisational performance.

Her key specialities include talent development, leadership development, graduate talent, organisational capability, strategic planning, programme design, coaching, performance measurement and business transformation. Niamh holds a BA in Economics and Finance from Trinity College Dublin and a Diploma in Applied Finance from the Irish Management Institute.



Niamh Kelly

Global HR Leader at Maples

Niamh Kelly is a global HR leader with extensive international experience partnering with senior leaders to deliver people strategies that drive performance, growth, and organisational health. She is known for leading transformation, shaping culture, and optimising organisational design in fast paced, complex environments, with deep expertise across M&A, restructuring, employee engagement, and leadership development.

Prior to joining Maples, Niamh provided HR consulting advice, was CHRO for National Broadband Ireland and a Senior Vice President for Organisational Development for Hibernia Networks.



Sarah Begley

Director of HR and People Development, McCann FitzGerald LLP

Sarah is a senior HR leader with more than 25 years of experience across professional services, shared services, hospitality and multinational organisation. She currently serves as Director of HR and People Development at McCann FitzGerald LLP, where she leads the firms people strategy, organisational development and continuous improvement initiatives.

Previously, she spent almost seven years with Hertz Europe Service Centre, progressing from Recruitment Executive to Lead HR Business Partner and Head of HR Shared Services, supporting up to 4,500 employees across Europe. Her expertise spans HR strategy, employee relations, talent acquisition, and change management. Sarah holds a BA Commerce from the University of Galway.



Sinead Gogan

Partner, People & Purpose, Deloitte

Ms Gogan is currently Chief Human Resources Officer with Deloitte Ireland and has responsibility for the firm people and purpose strategy, including end-to-end talent solutions, internal communications and social impact. She began her HR career in Irish Business and Employers Confederation (IBEC) and has held HR, internal communications, and corporate responsibility roles in Ireland and internationally. She spent 15-years at Fidelity Investments where over her tenure she was Vice-President and Head of Human Resources with responsibility for locations in Ireland, China and Global Business Services.

Ms Gogan is a Chartered Fellow of the Institute of Personnel and Development and holds various post-graduate qualifications. In a voluntary capacity, she serves as Chair of the Board for Meath Women's Refuge & Support Services and is a member of the Irish Management Institute (IMI) Council. In 2022, she was appointed as an ordinary member to the Board of the Workplace Relations Commission (WRC) in Ireland.



Triona Ferriter

Chief People Officer, Arthur Cox

Triona is a senior Human Resources Executive with over 20 years of senior management experience across US multinationals and Irish companies, supporting diverse sectors such as manufacturing, shared services, retail, pharmaceuticals, banking, and legal. She provides HR leadership to drive business growth through high-performing cultures.

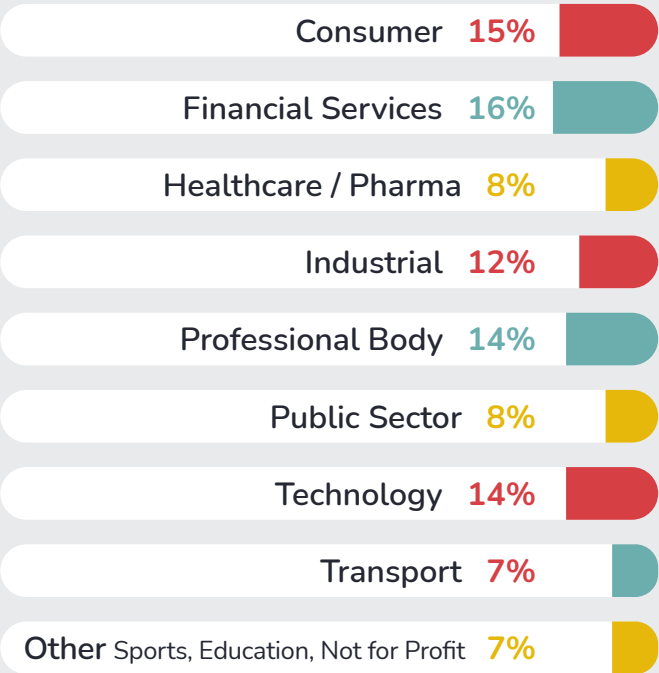
Triona's expertise includes purpose-driven cultural transformation, strategic talent and organisational consulting for executives, effective change management, and strategic industrial/employee relations management. A proven people and organisational leader, she aligns HR strategies to influence business results through her passion for enabling leader success.

By the Numbers

92

HR leaders
involved

What industries do
our leaders support?



Organisation
type:

52%

Irish
Domestic

34%

Multinational

14%

Professional
Bodies



Key Insights from Irish HR Leaders



What does the future look like?

“

The future will be continuing to listen to employees regarding their needs. We will need to continue to embrace hybrid working and be open to looking at different arrangements into the future. There is no one answer to what will work for every company or indeed every staff member, but the key will be to remain open minded and adapt as required”

“

HR has a pivotal role to play in so many areas across a business and teams can drive real change in creating an inclusive environment that supports and promotes physical, mental and emotional health”

“

Organisations must equip leaders with the skills and confidence to navigate change, foster adaptability within their teams and respond effectively to the pace of ongoing transformation”

“

Culture has become a yardstick by which many graduates make career decisions, when faced with a choice of close options employees come down on the side of what just feels right”

“

Real change happens when it's on everyone's agenda. Gender equality is not just a women's problem, and real, lasting change is only possible if we can engage everyone as part of the solution”

“

People now expect greater flexibility, more transparent communication, more human leadership and a stronger sense of purpose in their work. That has required organisations to think differently about how they lead, how they manage performance, how they build trust and how they create a positive employee experience”

What do you value most about your role?



The freedom to work ten years out. Most CHRO roles are framed quarter to quarter – our work is focused on the company of tomorrow. The question we ask isn't "what does the organisation need next year," it is "what will the industry require by 2050, and how does the organisation of today cope with that?" Not many companies give their CPO that horizon. The privilege of this role is being trusted with it."



For me, impact is when we translate strategy into everyday experiences – attract & welcome, connect & grow, celebrate & recognise, listen & evolve, and deliver HR service excellence so leaders and teams can perform at their best. I value being able to connect our people strategy with the organisation's long term strategic direction"



What I value most about my role is the opportunity to make meaningful impact at both individual and strategic levels. I value being able to shape the people agenda in a way that directly supports our business strategy, ensuring it is fit for purpose. Equally important for me is the human side of the role – being the conscience of the organisation"



Employees are more informed, more values driven and more willing to challenge organisations to live up to what they say. This has required HR to move beyond policy and process into genuine organisational stewardship, balancing compassion with operational discipline, and empathy with accountability"



From a leadership and HR perspective, I have been delighted to see the more human side of work coming to the forefront. Shifting the focus to wellbeing and health has allowed for all of us to be that bit more human and more ourselves in work"

How does your role make you feel proud?



One of my proudest contributions over the past four years has been leading people-focused crisis responses during some very challenging global events. I supported evacuations and relocations during the war in Ukraine and Russia, helping employees move safely and find new roles across the company where needed”



The moment that stands out most for me is a significant cultural and organisational transformation for a professional body. When I joined, it was a highly respected institution, but like many professional membership bodies, it carried the weight of legacy – structures, processes and a culture that hadn't fully evolved to meet the expectations of a modern workforce or a changing legal profession. What I'm most proud of is that the change was felt, not just measured. When colleagues who had been with the organisation for many years told me they felt a renewed sense of purpose and that they finally had a voice. That was the validation that mattered most to me. It reinforced that real HR leadership isn't about policies and processes, it's about creating the conditions where people and organisations can genuinely flourish”



One of the situations I feel most proud of is the impact I have had on shaping our leadership culture over the past 12 years. I led and sustained a global leadership development partnership with INSEAD that supported the development of our top 500 leaders across the organisation. This helped establish a shared leadership language and common expectations of leadership behaviour, across a highly decentralised and matrixed organisation. Over time, it materially shifted how leaders showed up, collaborated, and led change across geographies”



One of the moments I am most proud of was how a focused employee support initiative evolved into a culture with a much broader organisational and community impact. What stands out most is the level of employee engagement and ownership. It wasn't just a programme I led; it became something people across the organisation felt part of. It strengthened our culture, connected people to a shared purpose, and demonstrated how People & Culture initiatives can deliver meaningful impact both inside and outside the organisation”

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- ✓ We have reach and connectivity. We are the sixth-largest search firm globally with depth of connectivity across 59 offices in 33 countries.
- ✓ The breadth of this network enables us to connect with the wider diaspora community, ensuring comprehensive search exercises.
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Partners around
the world

98%

Client satisfaction
score

57+

Offices across
33 countries

5000+

Searches completed
globally over the
last 3 years

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Produced by the Odgers Ireland team in partnership with our CHRO community, judging panel and industry stakeholders.