

HR LEADERSHIP 2022



For the past 16 years, the CRHRA HR Leadership Program has been bringing together HR professionals with diverse backgrounds who have demonstrated leadership potential for the purpose of making them better equipped to assume leadership responsibilities within their organization and the HR community. The HR Leadership Program exposes participants to the area's preeminent HR leaders, who address core HR leadership competencies as well as the unique challenges HR faces in various industries. After completing the program, many graduates have moved on to top leadership positions in their organizations.

Participants in the HR Leadership program:

- develop a heightened awareness of key issues faced by HR
- learn about core HR leadership competencies
- meet and interact with prominent HR leaders in the Capital Region
- expand their professional network to include other participants, alumni and HR leaders
- prepare themselves for future career growth



Facilitated by John M. Bagyi., Esq., SPHR, SHRM-SCP and Aileen Flach, PHR, SHRM-CP, the program consists of four interactive monthly sessions (September, October, November and December), experientials and a group project. Monthly sessions are held at various esteemed workplaces throughout the Capital District and focus on HR leadership competencies (e.g., operational excellence, strategic contribution, personal credibility, employee engagement) and particular sectors of the HR community (e.g., manufacturing/ high tech, nonprofit, healthcare, higher education/academia).

Since its inception in 2006, the HR Leadership Program has graduated 89 alumni from a broad range of organizations including:

- **Courtney Baldwin**
Americas Compensation Leader, GlobalFoundries (2015)
- **Natalie Bova**
Director, Field HR & HR Operations, Plug Power (2020)
- **Jenifer K. Diamond**, SPHR, SHRM-SCP
Associate Director of HR, Albany Med Health System (2017)
- **Sherri L. Donnelly**, SPHR, CEBS, SHRM-SCP
Director of HR & Title IX Coordinator, Albany Law School (2009)
- **Aileen Flach**, PHR, SHRM-CP
Vice President of HR, DeCrescente Distributing Co. (2006)
- **Stephanie Z. Gier**
Vice President of HR, Crane Currency (2013)
- **Daniel A. Harding**, SPHR, CCP, GRP
Director, Global Total Rewards, Plug Power, Inc. (2013)
- **Alisa Hobb**
Chief HR Officer, The Arc of Rensselaer County (2011)
- **Suzanne L. Janitz**, PHR
Chief HR Officer, Hartwick College (2013)
- **Sue Karavalos**
Vice President of HR, Albany College of Pharmacy and Health Sciences (2020)
- **Mike Keane**
Director of HR, Living Resources Corporation (2015)
- **Paul C. Kelly**
Associate Vice President of Research and Administration, College of Nanoscale Science & Engineering (2006)
- **Jennifer M. Pickering**, PHR
HR Business Partner, GlobalFoundries (2013)
- **Heather L. Richards**, PHR, SHRM-CP
Chief HR Officer, COARC (2007)
- **Theresa Trietiak**
Vice President of HR, Cap Com Federal Credit Union (2013)

CRHRA's HR Leadership Program seeks applicants who:

- currently serve as a senior generalist or HR management;
- possess at least 4 years of progressively more responsible HR responsibilities;
- possess the energy and drive to commit fully to active participation in the program;
- aspire to attain a top HR management position during their career;
- have demonstrated a track record of self-directed personal development (personal commitment to identify and improve competencies they may lack); and
- enjoy the full support of the organization in which they currently serve.

Program Requirements

To ensure participants have an opportunity to interact with HR leaders in a small group conducive to active learning, participation in CRHRA's HR Leadership Program is limited. Those chosen for this program will have demonstrated leadership in their respective careers and a commitment to the human resources profession.

Application

Candidates are chosen through a competitive application process. To request an application, email kvogel@bsk.com. Applications are due by Noon on May 25, 2022.

Participation Fee

The participation fee for the program is \$450.00. Scholarships are available for those with a demonstrated need.

Questions?

Contact John Bagyi at (518) 533-3229 / jbagyi@bsk.com or Aileen Flach at (518) 209-6793 / a.flach@ddcbev.com.