

DEON MACMILLAN

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Strategic Human Resources Executive with a values-based leadership style to drive global business results through partnership with Executive Leadership Teams and Boards. Proven ability to establish trusting partnerships at all levels of the organization. Commercially focused, energetic with experience leading organizational change across various industries and diverse organizational cultures.

- Global Expertise ♦ Talent Acquisition & Management ♦ Change Management
- ♦ Executive Compensation ♦ Succession Management ♦ Performance Management ♦ Workforce Planning
- ♦ Organizational Development & Effectiveness ♦ Human Resource Operations
- ♦ M&A ♦ Leadership Development ♦ Employee Experience & Branding
- ♦ Corporate Communications ♦ Crisis Communications ♦ Board Leadership ♦ Executive Coaching

BOARD/VOLUNTEER

American Heart Association – Denver Board of Advisors ♦ 2020-present

American Heart Association – Chair, Heart Challenge ♦ 2020-2021

American Heart Association – Executive Sponsor ♦ 2015-present

2020 Women on Boards – Leadership Committee ♦ 2020

Corporate Board Bound

Community Board Bound

PROFESSIONAL EXPERIENCE

SUMMIT MATERIALS, Denver, Colorado ♦ 2021-2022

Summit Materials is a publicly traded, vertically integrated construction materials company that produces aggregates, cement, ready-mix concrete and asphalt. These products touch almost every aspect of daily life, from the roads you drive to work to the foundation you build your home upon.

EVP, Corporate Communications & Chief People Officer

Newly created Section 16 leadership position to bring talent strategy & processes to world class levels to support the scale of a \$4.1B market cap, publicly traded company. Established first Centers of Excellence for the HR and Communications function. Bringing professionalism and innovation to Talent Acquisition, HR Operations & Total Rewards, Talent, Learning & Change, Employee Experience and Corporate Communications.

ARDENT MILLS, Denver, Colorado ♦ 2014-2021

Ardent Mills is North America's leading flour supplier and grain innovator. With more than 40 community flour mills and blending facilities throughout the U.S., Canada and Puerto Rico, we offer the broadest range of premium multi-use flours, whole grains, mixes and custom multi-grain blends providing over \$4B in revenue. Joint venture formed from Cargill, ConAgra Brands and CHS.

Chief Human Resource & Communications Officer

Created and activated the organization's design, stand-up and integration for newly formed joint venture. Responsible for establishing the organizational tone of our desired culture and the creation of the HR function. Responsible for the external & internal communication strategies for the business.

MACMILLAN CONSULTING, Eagan, Minnesota ♦ 2012-2014

Client profiles and contract deliverables have included:

Client: World's largest privately held company nourishing the world with a diverse portfolio. Operates in 100+ countries, and has over 140,000 employees.

Strategic Human Resource Consultant, Global Business Solutions Function & IT Function

Senior Leader of Professional Development

Client: Multi industry organization that majority serves real estate needs of people, businesses and communities. Expansive reach in the commercial, hotel and apartment industries include over 100 properties for a combined 10 million square feet of commercial space and growing. 37 hotels totaling over 5,400 rooms and over 3,000 apartments in nearly 20 complexes. Organization also includes restaurant ownership as well as an international specialty plating solutions business.

Chief Human Resources Officer

Client: Largest health care provider in the Twin Cities' East Metro area. From prevention to cure, this provider meets the needs of the community with a blend of traditional medicine and integrative therapies.

Change Leader and Program Manager

Client: World class hospitality and travel organization that operates in more than 150 countries and territories, with more than 1,300 hotels in operation and development, more than 900 restaurants in operation and development, and Professional Travel Services organization.

Strategic Human Resource Consultant, Corporate Talent

Client: Privately owned company that consists of a portfolio of businesses. A manufacturing and operations quarry providing distinctive limestone. Start-up industrial sand mining and processing operation. Global publisher of children's books that includes classroom, library, digital, trade and international markets.

Vice President Human Resources

LOMINGER/KORN FERRY, Minneapolis, Minnesota ♦ 2013-2015

In 2006, Lominger joined the Korn/Ferry International family of companies. Since its founding in 1969, Korn/Ferry International has been the executive recruitment industry's leader and innovator. The company has evolved as the world's premier provider of executive talent management solutions.

Associate Consultant

THOMSON REUTERS, Eagan, Minnesota ♦ 2010-2012

Thomson Reuters is the world's leading source of intelligent information for businesses and professionals. Combining industry expertise with innovative technology to deliver critical information to leading decision makers in the financial, legal, tax and accounting, healthcare, science and media markets, powered by the world's most trusted news organization. Operates in 100 countries and has over 56,000 employees.

Vice President Human Resources, Customer Sales & Experience (CSE)

Head of Recruitment for North America

Vice President Human Resources, Business of Law (BOL) & Professional Chief Operations Officer (COO)

CARGILL INCORPORATED, Hopkins, Minnesota ♦ 2008-2010

Business Unit Human Resource Leader, Cargill AgHorizons US

Global Human Resource Leader, IT Services for Business

INGENIX, UNITED HEALTH GROUP, Eden Prairie, Minnesota ♦ 2007-2008

Global subsidiary of United Health Group, developing and integrating health care information technology systems.

Human Capital Partner

Commanded complex matrix management of global HR functions, integrating diverse teams and enhancing communication across cultural barriers. Innovated work-life improvements. Created distance learning curricula.

- Captured 95% satisfaction rating across leadership and employees in response to customized change management program. Program was pragmatically applied within the business in daily operation and built stronger capabilities of leaders and individual contributors in change management.
- Created management training curriculum for employees assigned to offshore projects.
- Transformed work process and culture within organization of our partner/contractor in India, reducing turnover and improving productivity, via creation of new operating program.

FLINT HILLS RESOURCES, KOCH INDUSTRIES ♦ 2003-2007

Independent refining and chemicals company, and subsidiary of international leader, Koch Industries.

Human Resource Leader, Rosemount, Minnesota & North Pole, Alaska ♦ 2004- 2007

GEOPHYSICAL INSTITUTE, UNIVERSITY OF ALASKA, Fairbanks, Alaska ♦ 1998-2003

Major research institution with several locations and varied areas of study within the University of Alaska system.

Human Resource Director

Adjunct Faculty

EDUCATION

Master of Business Administration

Bachelor of Arts in Business Administration

Emphasis in Human Resources - University of Alaska, Fairbanks, Alaska

KEY PROFESSIONAL CERTIFICATIONS/DEVELOPMENT

2019 Nomination for CHRO of the Year - Gartner

CTI Co-Active Coaching – Certification in Progress

Trained Examiner for Cargill Business Excellence, Cargill

Certified Mediator, Mediation Training Institute International

Certified “Master” Facilitator Leadership Architect & Talent Talk, Lominger, Incorporated

Certified Facilitator of Change Awareness & Fluency, Cargill

Strategic Human Resource Planning, Ross School of Business

Coaching for Development/Leadership Development for HR Professionals, Center for Creative Leadership

Market Based Management Academy, Koch Industries

Senior Executive Conference, Top 165 Executives across Thomson Reuters