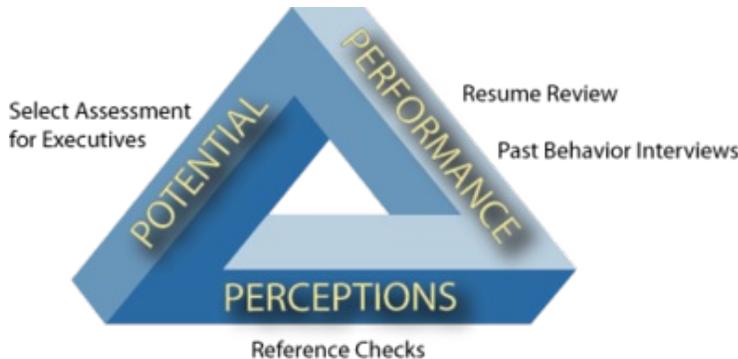


"A" Player Human Capital LeaderShift Insights

FEATURES

LeaderShift Articles

The Art & Science of Executive Selection



Getting the right people in the right seats at the right time is every executives #1 imperative. Neglecting to make and keep this the #1 priority will always result in systemic failure of the team and often the enterprise.

This might seem like common sense, but common sense is rarely common practice.

This article is an overview of the LeaderShift Architect selection process, where we look at candidates Performance, work to determine their Potential and both challenge and validate our Perceptions.

[>>The Art & Science of Executive Selection>>>](#)

Enterprise GPS - 7 Levels of Leader *Shift*



Organization development has taken on a completely new meaning and level of importance in company's today. Getting the right people, in the right seats, at the right time, doing the right work, at all times is an imperative to business success.

People on the Move



Dean Banks joins **Tyson** as CEO. He was at **Google**, **Ethicon J&J**, and the **US Marine Corp**.

Linda Rendle is appointed first female CEO of **Clorox**. She was EVP global operations and is a **P&G** alum.

[More People on the Move >>>>](#)

Industry News



YTD the Coronavirus slashed deal-making globally, where we saw completed deals plunge to \$1.11 trillion in the first six months - but despite COVID impact on M&A deal flow, all has not been quiet on the western front so far in Q3.

[More Industry News >>>>](#)

Read the white paper on Joe Hunt's upcoming book of the same title to be released in Q4 2020.

[>>Enterprise GPS - 7 Levels of LeaderShift: Click to Read>>>](#)

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People on the Move

Mary van Praag appointed CEO of **Milani Cosmetics (Gryphon Investors)**. Mary was with **Soma, Perricone MD, Coty & J&J**.

Jeff Brooks joins **Guy & O'Neill** as CEO. Jeff was with **P&G**.

Kellogg hired **Charisse Ford Hughes** as CMO. She was with **Sara Lee, Avon and Estee Lauder**.

Athina Kanioura joins **PepsiCo** as Chief Strategy & Transformation Officer. She was at **Accenture**.

Tara Simon joins **Estee Lauder** as SVP/GM of **Too Faced**. Tara was with **Ulta Beauty, Beauty Brands and Sephora**.

Susan Kim joins **Kopari Beauty** as CEO. She was with **Huda Beauty, Benefit Cosmetics, and L'Oreal**.

Kathy Chi Thurber joins **L Catterton's Saje Natural Wellness**

Tyson appointed **Dean Banks** to CEO. Dean was at **Google, Ethicon J&J and the US Marine Corp**.

Clorox appointed **Linda Rendle** as the companies first female CEO. She was EVP global operation, and previously worked for **P&G**.

Maria Vellisariou joins **Mars** as Chief Science Officer. She was with the **Institute of Food Technology, PepsiCo and Kraft**.

Monica Schwartz joins **BJ's Wholesale Club** as Chief Digital Officer. She was with **Home Depot, Nine West and eBay**.

Brynwood Partners named **Peter Wilson** as CEO of **Buitoni** (Nestle carve out). He was with **DeMet's Candy, Balance Bar, and International Paper**.

Ikdeep Singh joined **Mars Pet Nutrition** as president of North America. He was at **L'Oréal and P&G**.

Bayer Consumer Health appointed **Dave Tomasi** to chief commercial officer. He was at **P&G**.

Hain Celestial appointed **Chris Boever** as chief commercial officer. He was with **Pinnacle Foods, ConAgra, and Hormel**.

L'Oreal appointed **Rahquel Purcell** as SVP Operations NA. She was with **P&G**.

JoAnn Murray joined **Hain Celestial** as CHRO. She was at **Conde Nast, Reader's Digest, and Cadbury**.

Allison Pinkham joined **Heineken USA** as chief people officer. She was at **Boehringer Ingelheim and Mastercard**.

Thembi Machaba joined **Freshpet** as SVP HR. She was at **Molson Coors**.

Beatriz Díaz de la Fuente joined **Tupperware** as CHRO. She was with **GE and Herbalife**.

as President. She was with **L'Oréal, Starbucks, and Macy's**.

DpHue hair care brands named **Beth Spruance Bennet** as CEO. She was with **Origins Natural, Estée Lauder and L'Oreal**.

Christoph Michalski joins **BillerudKorsnäs** as CEO. Christoph was with **Vinda Intl, SCA Group, Unilever and Fonterra**.

Arbor Investments portfolio company **The Bakery Cos.** appoints **Randy Sieve** as CFO. Randy was with **HydraFacial, Columbus Craft Meats, and Central Pet & Garden**.

Myriam Cohen-Welgryn joins **L'Oreal** as President of **Active Cosmetics**. She was **Mars Petcare, Danone, PepsiCo and P&G**.

LVMH Group appoints **Martin Brok** as CEO of **Sephora**. He was with **Starbucks, Nike, and Coca-Cola**.

Califia Farms appoints **Dave Rittenbush** as CEO. Dave was with **Quest Nutrition, Popchips, Premium Nutrition, Red Bull and Dreyer's**.

Ikdeep Singh is named President NA of **Mars Pet Nutrition**. Ikdeep was with **L'Oreal and P&G**.

Kraft Heinz hired **Cory Onell** as President of US Sales. He was with **J.M. Smucker, Campbell Soup, Kimberly-Clark, Mondelez and Kraft**.

Eric O'Toole joined **Edgewell Personal Care** as president of North America. He was at **Walmart.com, Dannon, and Nabisco**.

Andy Reichgut joined **Upfield** as US GM. He was at **Veggies Made Great, Pinnacle Foods, and Mars**.

Myriam Cohen-Welgryn joined **L'Oréal** as president of **Active Cosmetics**. She was at **Mars, Danone, PepsiCo, and P&G**.

Joel Warady joined **Catalina Snacks** as president. He was with **Enjoy Life Foods**.

Chris Robins joined **Newell Brands** appliances and cookware BU CEO. She was with **Char-Broil, Philips, and SC Johnson**.

Jim Pasani joined **Newell Brands** outdoor and recreation BU as CEO. to run their outdoor and recreation business. He was at **Timberland, VF, PepsiCo, and Kraft**.

Kris Malkoski joined **Newell Brands** food business and BU CEO. Kris was with **World Kitchen and P&G**.

Pamela Baxter joined **MidOcean Partners** as an operating partner. She was at **LVMH and Estée Lauder**.

Mike Jackson joined wine maker **Codornias** as president of North America. He was at **Delicato and Gallo**.

Anthony DiSilvestro joined **Mattel** as CFO. He was at **Campbell Soup**.

Jody Macedonio joined **8th Avenue Food** as CFO. She was at **Dean Foods, Henkel, Sun Products, and Frito-Lay**.

Herman Brons joined **Kar's Nuts** as CFO. He was at **Kronos Foods and Quantum Foods**.

Gustavo Ghory joined **Kimberly-Clark** as chief supply chain officer. He was at **P&G**.

Brad Cashaw is joining **Flowers Foods** as chief supply chain officer. He was at **Dean Foods, Kraft, Kellogg, and PepsiCo**.

Brigitte King joined **Colgate-Palmolive** as chief digital officer. She was at **Calvin Klein, L'Oréal, and Kao Brands**.

Stephanie Peterson joined **Kraft Heinz** as the head of US communications. She was at **IHOP, Kind Snacks, and PepsiCo**.

Jim Goldman joined **Abercrombie & Fitch's** board. He was with **Godiva, Nabisco and Campbell Soup**.

Helayna Minsk joined **US Nonwovens** board. She was with **J&J and Unilever**.

Tracey Brown joined **Yeti's** board. She is CEO of the American Diabetes Association, and was at **Sam's Club**.

Sanjiv Gajiwala joins **Kraft Heinz** as Chief Growth Officer. He was with **Mike's Hard Lemonade** and **Papst Brewing**.

Peter Wilson appointed CEO at **Buitoni Foods**, after carve out from **Nestle**. Peter was with **Brynwood Partners** and portfolio companies **DeMet's Candy**, **Balance Bar**, and **International Paper**.

Sally Grimes joined **Clif Bar** as CEO. She was at **Tyson**, **Hillshire Brands**, **Newell Brands**, and **Kraft**.

Sue Nabi joined **Coty** as CEO. She was as **Orveda** and **L'Oreal**.

Ben Gadbois joined **Corelle Brands** as CEO. He was at **Spin Master** and **Newell Brands**.

Meiky Tollman joined plant-based yogurt and desserts maker **The Collaborative** as CEO. He was at **Sabra**.

Paul Tonnessen joined **Blount** (consumer durables) as CEO. He was with **Fiskars**, **Elmer's**, **Spectrum Brands**, and **Heinz**.

Bart Adlam joined **Good Planet Foods** as Co-CEO. He was at **Chef's Cut**, **Siggi's**, **Post**, and **Danone**.

Bill Pond joined **RTIC** (D2C consumer durables) as CEO. He was at **SwimOutlet.com** and **LL Bean**.

Mac Tillman joined **Road Runner**

Tim Grannan joined **Blistex** as president of North America. He was at **GlaxoSmithKline** and **J&J**.

Michelle Freyre joined **Estée Lauder** as global GM of **Clinique**. She was at **J&J**.

Jie Cheng joined **Mondelez** as the global head of e-commerce. She was at **Philips**, **Campbell Soup**, **Hershey**, and **Danone**.

Post Holdings named **Roxanne Bernstein** as president of **Crystal Farms Dairy**. She was CMO, and previously with **Kraft Heinz** and **Kellogg**.

TD Dixon joined **Post Holdings** as chief growth officer. He was at **Jack Link's**, **Welch's**, **Schwan**, and **Kimberly-Clark**.

Kyle Redfield rejoined **B&D Nutritional Ingredients** as VP of food and beverage. He was at **KonaRed** and **POM Wonderful**.

Jonathan Tompson joined **Nielsen-Massey Vanillas** as CEO. He was at **Glanbia**, **Dannon**, and **Mars**.

Bryan Crowley joined **ZenWTR** (bottled water) as CEO. He was at **KeVita**, **Pabst**, **Mars**, and **Conagra**.

Seneca Foods appointed **Paul Palmby** to CEO.

Maria Stipp joins **Stone Brewing Lagunitas Brewing**, **Miller**

Paul Wagstaff joined the board of **CJ Foods**. Paul was with **Eagle Family Foods** and **J.M. Smucker**.

Olga Osminkina-Jones joined **Reckitt Benckiser** as SVP of sexual wellbeing. She was at **PepsiCo**, **Beam Suntory**, **Danone**, **Heineken**, **Estée Lauder**, and **P&G**.

Dana Spaeth joined **Passport Foods** as SVP of sales, R&D, and commercialization. He was at **Diamond Crystal**, **Boulder Brands**, and **PepsiCo**.

Eduardo Luz joined **Panera Bread** as chief brand officer. He was **Kraft Heinz**, **Unilever**, and **AB InBev**.

John Carroll joined **Acosta** as chief growth officer. He was at **Coca-Cola**.

David Henderson joined **Melissa & Doug** as chief commercial officer. He was at **Newell Brands**, **Hasbro**, and **Coca-Cola Enterprises**.

Glenn Chisholm joined **Japonesque** as VP of sales. He was at **Revlon**.

Jones Soda appoints **Mark Murray** as CEO. He was from **JGC Foods**, **Harry's Fresh Foods**, **Campbell's**, and **Kraft Heinz**.

Cosway Beauty Brands appointed **Rick Kornbluth** as CEO. He was with **Kevin**

Holdings and their **SaltStick** first acquisition as CEO. His background includes **Big Heart Pet, Del Monte, Hain Celestial,** and **P&G.**

Brewing, and Kellogg.

Tony Sarsam joins **Spartan Nash** as CEO. He was with **Borden Dairy, Ready Pac Foods, PepsiCo** and **Nestle.**

Murphy/Cutter & Styles, Wella, and **P&G.**



Industry News

Despite COVID impact on deal flow, all is not quiet on the western front.

Lactalis acquired **Kraft Heinz** cheese business for \$3.2B.

Mana Products was acquired by **Traub Capital.**

Diageo acquires **Aviation American Gin** for \$610M.

Perrigo acquires **Emolium, Iwostic** and **Loxon** skin care brands from **Sanofi.**

Brown-Forman sold **Early Times, Canadian Mist,** and **Collingwood** brands to **Sazerac.**

Hershey sold **Krave** jerky back to **Sonoma Brands.**

Sonoma Brands bought **Chef's Cut** jerky.

HumanCo bought dairy free ice cream maker **Coconut Bliss.**

Morgan Stanley Capital Partners acquired **Doggie Dailies** and bolt-on to **Manna Pro.**

PepsiCo acquired energy drink make **Bang.**

Coty paid \$200 million for 20% of Kim Kardashian's **KKW.**

Edgewell acquired premium male grooming products make **Cremo** for \$235M.

Nestlé paid \$2 billion for the remaining 74% of peanut allergy treatment **Aimmune.**

Nestlé acquired collagen supplement brand **Vital Proteins** from **CAVU Venture Partners.**

Nestlé sold their **Buitoni** pasta and sauce business in North America to **Brynwood Partners.**

L'Oreal acquired skin care company **Thayer's Natural Remedies.**

General Electric sold **GE Lighting** to **Savant Systems.**

D2C men's healthcare products company **Hims** to go public via SPAC. A-Rod and J-Lo are the company's spokes couple.

Blackstone Group paid \$200 million for a 10% stake in Swedish oat milk maker **Oatly.**

Capitol Peak Partners and **KKR** acquired **Borden Dairy** out of bankruptcy.

American Pacific Group bought electrolyte replacement products producer **SaltStick,** and plan a rollup called **RoadRunner Holdings.**

Litehouse acquired **Veggiecraft Farms.**

Advent International acquired **Birch Benders** as a bolt-on to **Sovos Brands.**

AUA Private Equity bought **Simply Natural Foods** as a bolt-on to snack food coman **TruFood.**

Flexis Capital and **Eurazeo Brands** acquired **Waterloo Sparking Water.**

Wind Point Partners bought D2C consumer durable producer **RTIC.**



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