CRAIN’S 2020 NOTABLE LEADERS IN HR

With record low unemployment and a tightening labor supply, human resources departments are at the center of the action and gaining a louder voice in the C-suite. HR departments are tasked with recruiting talent during a buoyant economy and keeping the workforce happy. The 58 HR specialists featured in Crain’s list of Notable Leaders in HR are finding innovative solutions to this challenge.

They are hiring recruiters with a sales mentality and opening new pipelines for talent. They are paying more attention to training and development to make sure employees have a promising career path. And they are reforming the process of performance management as millennials demand more continuous feedback and conversation rather than once-a-year reviews.

Under these executives’ leadership, HR departments have added benefits such as flexible schedules, parental leave and wellness programs. They’ve added diversity programs and sought to promote women and minorities to management and senior levels. And they’ve embraced technology that makes for more efficient administration of pay and benefits, scheduling and performance tracking.

METHODOLOGY: The honorees did not pay to be included. Their profiles were drawn from the nomination materials. This list features only individuals for whom nominations were submitted and accepted after a review by our editorial team. To qualify for the list, nominees must be based in the Chicago area and have shown the ability or power to effect change by navigating new ways of recruiting talent; opening new ways to support employees and/or retain talent; improving efficiency; enhancing company culture; and/or promoting diversity and inclusion.

Amy Bastuga
Chief people officer, Radio Flyer

At Radio Flyer, Amy Bastuga oversees programs in talent acquisition, development, management and engagement. She leads internal courses in leadership and career development that have resulted in annual internal promotions increasing to 30 percent from 6 percent. Radio Flyer’s internship program has grown so that a quarter of the workforce comes from interns hired into full-time roles. Bastuga launched a committee that spearheads social responsibility efforts and provides employees opportunities to volunteer. Staff members have two paid days off to do volunteer work. Before joining Radio Flyer in 2007, Bastuga was director of human resources at Hendrickson, a supplier of suspensions for trucks and trailers. Earlier, she was recruitment and employment manager at Fel-Pro, a maker of automotive gaskets. She is active in DisruptHR Chicago, an information exchange for human resources professionals.