



**Thursday, June 9, 2022**

Current @ Chelsea Piers | New York City

# AWARDS PROGRAM

Hosted by

**CONSULTING®**  
THE PEOPLE • THE PROFESSION • THE LIFESTYLE

**ALM.**

# Deloitte.



## We believe in **bolder** climate action

We work with the public sector and governments at all levels to take climate action and build a more sustainable and equitable world by reducing emissions, increasing resilience, and driving inclusive growth.

<https://www.deloitte.com/us/gpssce>



## WELCOME

### Welcome to the 2022 Top Consultants Awards

It is always exciting to welcome our friends, firm leaders and honorees to our award programs and we welcome you to The Top Consultants 2022 with no less enthusiasm. But for the past two decades it has been known as The Top 25 Consultants.

Why did we change it? Honestly, we felt that there were too many deserving honorees to restrict the list to just 25.

Consulting magazine has been honored to identify those outstanding and distinguished practitioners of our profession since 2000. It is no simple task, evaluating the accomplishments of hundreds of stellar professionals in such a highly competitive industry.

Twenty-two years on, we assemble yet again to honor those whose work ethic, accomplishments, innovation and professionalism has positioned them at the very apex of our profession.

This evening brings the industry's most influential consultants together, in one room, to celebrate it's best. Which is still today, a unique and unrivaled proposition in the profession.

As an industry, we should take collective pride in the high value placed on delivering outstanding work, the highest level of expertise and ingenuity – continually raising the bar for each other and the entire profession.

On behalf of Consulting magazine, let me be the first to congratulate our Top Consultants 2022 honorees. And to everyone in attendance, celebrate and enjoy!



**Michael A. Webb**  
Director  
Consulting Magazine

# Transforming for the future

**The world of work is changing fast. Organizations that want to succeed will embrace transformation, explore new ways of working and reinvent their employee experiences in the new and blended work environment.**

Mercer helps them stay ahead of the curve by creating a sustainable competitive advantage and aligning transformation efforts with their culture, purpose and values. Together, we define a path to progress toward environmental, governance and social (ESG) goals. By developing new workforce capabilities and increasing agility, companies can drive performance and business results.

Welcome to brighter





# Thank you to our Sponsors

## HEADLINE SPONSOR



## PLATINUM SPONSORS



## GOLD SPONSORS



## SILVER SPONSOR



## BRONZE SPONSORS



## PHOTOWALL SPONSORS





## EXCELLENCE IN CLIENT SERVICE



### **Toni Dolby, Gallagher**

Toni Dolby is a Managing Director and Senior Consultant with the Compensation and Rewards service line of Gallagher's Human Resources and Compensation Consulting practice. She is one of a handful of people who has contributed to the practice's rise to leadership in the compensation consulting field, almost from the beginning. During her 25-plus years with the practice, Toni has served as a senior account executive and a vice president for client services. She became a principal in the practice in 1995 and a partner the following year. Toni has designed compensation, benefit, and retention plans for a wide variety of health system organizations ranging in size from the local community hospital to some of the largest healthcare systems in the nation. Toni has been instrumental in facilitating the coordination of compensation plans for various clients following a merger or reorganization. She has led hundreds of client assignments, designing compensation philosophies and strategies, and developing annual and long-term incentive plans and supplemental retirement plans. Toni's breadth of experience and longevity at Gallagher enable her to manage a large number of client projects during every stage of their development as well as the ongoing, long-term relationship. Toni received a degree in accounting from Moorhead (Minnesota) State University.

#### **What have you loved the most about your consulting career?**

The people – both my clients and my colleagues that I have had the opportunity to work with. I have supported some of the largest most complex health systems in the country as well as small hospitals in rural areas and I truly believe I learned something from each and every one of them. We have a great team – smart, highly motivated and committed to our clients! We love to work with our clients and find solutions to complex issues tailored to their individual needs.



## EXCELLENCE IN CLIENT SERVICE



### **John Hawkins, Management Performance International, Inc.**

John Hawkins is President and CEO of Management Performance International dba MPI Consulting, a Cincinnati, Ohio based strategic consulting company. MPI (established in 1974) has 47 years of experience helping organizations with their Diversity Equity Inclusion, Employee Engagement, Organizational Development, Labor Relations, Compensation and Leadership Skills Training. John is an internationally experienced executive, keynote speaker and corporate trainer. He has worked with hundreds of companies helping them to accelerate their business performance by improving strategies, developing their people and developing pragmatic implementation solutions. John has a proven track record of success having worked for and with some of the world's leading blue-chip companies such as Procter & Gamble, Kellogg's, Novartis, Glendinning Management Consulting, Revlon, Roche, Macy's, Mattel and SVZ. John started his professional career with Procter & Gamble where he spent 17 years working in Marketing, Human Resources, Operations and International where he was Head of Sales in Brazil. Upon returning to the U.S., John joined Kellogg's as VP of Sales, Central US. After Kellogg's, John became Senior vice president of Sales for Novartis Medical Nutrition's Acute Care and Home Care division. John then joined Glendinning Management Consulting as VP of Consulting, Americas in Montreal, Canada. John acquired MPI in 2011.

### **What advice would you give a professional just beginning a career in consulting?**

Consulting is a beautiful craft. The advice I would give someone starting their career in consulting today is to be a master of their craft. I would encourage them to understand what excellence looks like and to put their best foot forward in pursuit of that goal. Clients engage consultants because we are subject matter experts and bring a wealth of knowledge and experience based on our work with clients from diverse industries and backgrounds. To be effective in this craft as a consultant, one must be willing to consistently learn and grow their skills to ensure you are bringing this level of excellence to your clients.

EXCELLENCE IN CLIENT SERVICE



**Rhonda Hiatt, Clear M&C Saatchi**

Rhonda Hiatt has been at Clear M&C Saatchi for over seven years, where she was brought in to establish the retail and shopper offer delivering growth strategies for clients including Abbott, Ashley Furniture, Disney, Fruit of the Loom, Lexus & Toyota, Nautica, Oxo, Philips, Reckitt and SharkNinja. During her time at Clear, she expanded into the Chief Strategy Officer role responsible for the growth strategy and trajectory for Clear's six offices globally. Before joining Clear, Rhonda was Head of Brand Strategy, Analytics, and Shopper Sciences for Interbrand Design Forum, where she focused specifically on retail and CPG clients. Rhonda previously taught Consumer Behavior in the MBA program as an Adjunct professor at the University of Dayton, and in 2018 she was recognized for the 40 Under 40 by Design Retail for her contributions to the retail industry.

**What has motivated you to excel over the course of your career?**

Three people have been the driving force behind my career:

First, my Great Aunt Alice. She was born in the 1920s in a small town – the oldest of seven children – and she was determined to break the mold. She went on to do exactly that: she became the very first woman in management at Ohio Bell Company. As a single woman, she never let societal norms hold her back from traveling all over the world and creating her own destiny.

Second, my dad. He grew up very poor and worked incredibly hard to make sure that our family had what we needed. He always encouraged me to pursue any path I wanted and instilled the confidence in me that hard work and commitment would help me along the way.

Finally, my daughter, Lauren Alice. While this recognition would be a true honor, the greatest honor as a parent is your child's recognition. At just 9 years old, I see the dreams in her eyes. I see the opportunity for her to achieve so much more than I have. And I see my own responsibility to continue being part of the community charting a path for our children without the inequities we have experienced in our careers. I feel the weight and importance of this responsibility to ensure they are passed a torch for a more prosperous road ahead; this lights a fire in me to keep building and pushing the boundaries that still exist for women in this industry.





## EXCELLENCE IN CLIENT SERVICE



### Lia Keel, North Highland

Lia is Managing Director at North Highland. She has more than 25 years of experience in large-scale transformation engagements for Fortune 100 organizations. She also has deep expertise in the areas of strategy, performance improvement, solution design and development, process analysis, and digital in a number of different verticals and environments. Her industry experience spans the retail and CPG, financial services and utilities sectors.

#### **What do you enjoy most about your career in the consulting industry?**

The answer to the question, what do I enjoy most about my career, again comes down to people. I have met so many talented and diverse individuals over the course of my consulting career. I'm continuously learning from my interactions with clients and the challenges they share.

Each challenge brings a new opportunity to adapt, learn and solve problems differently. To think on my feet and consider multiple possibilities for solutions. I remember one recent client project that showed the power of bringing different skills and experiences together to find a solution to a digital transformation initiative.

It wasn't merely the technology but consideration for the many areas that would enable a smoother transformation journey - including the people, culture, ways of working, etc. It was looking at the heart of change and finding that at its core, it's the hearts and minds of people that bring it to life.

“We simply would not be one of the fastest-growing firms without the strong relationships Gil has cultivated.”

- Kevin McCarty, Chairman & CEO

CONGRATULATIONS TO

**GIL MERMELSTEIN**

for being named a

**Top Consultant**

Learn more about  
West Monroe



EXCELLENCE IN CLIENT SERVICE



**Gil Mermelstein, West Monroe**

A professional and entrepreneur in the consultant and financial services industry with 25 years of experience, Gil is a West Monroe board member, managing partner and the firm's next chief operating officer. When Gil joined West Monroe in 2010, he was employee No. 1 in New York. Since then, he's transformed the New York office into one of West Monroe's largest. He built several industry and horizontal practices in the New York market and increased revenue by more than 50% annually over the last five years. He is a trusted adviser to financial institutions and leading private equity firms, using his expertise to guide our clients through rapid industry shifts. He brings a strong track record for developing and executing growth opportunities and successful transformations combining strategic, operational and digital expertise. As a testament to the strong culture Gil has built, West Monroe is consistently on the Crain's "Best Places to Work in New York City" list. Gil is a member of the Partnership for New York City. Gil joined West Monroe from BearingPoint Europe. He has a B.S. from the University of Maryland and an MBA from INSEAD in France.

**What advice would you give a professional just beginning a career in consulting?**

The number one piece of advice I'd give someone just starting out in consulting is to focus on the people element of change. What I mean by this is the consulting industry as a whole is very dedicated to analytical problem-solving, which is a very important skill to have. However, almost any decision or recommendation we give as consultants impacts our client's people. To truly have a sustainable impact, those people that department that business unit, for example, must accept and embrace the change. Bring people along with your recommendations.



## EXCELLENCE IN CLIENT SERVICE



### **Kristen Sauvigne, PwC**

Kristen is a Consulting Director in PwC's Tax Reporting & Strategy practice. She specializes in helping clients reimagine their use of process and technology and has extensive experience leading and advising on large scale automation and transformation efforts for Fortune 500 multinationals, largely in the Financial Services, Consumer and Technology industries. Kristen is a recognized leader in the digital transformation space, at PwC and across the industry. Kristen's expertise and experience includes efforts to support clients in driving operational effectiveness and efficiency, Tax and Finance process redesign, implementations of self-service data analytics tools, robotics/intelligent process automation, and the development and execution of functional strategy, operating model and technology roadmaps. She currently supports several clients with finance-wide automation deployment, governance with the roll-out of emerging data automation/analytics technology tools, including automation design and development, robust upskill training programs and the stand-up and operation of automation and governance programs at scale. Kristen earned her B.S. in Accounting and Information Systems from Fairfield University. She is a CPA licensed in the state of New York and a member of the American Institute of Certified Public Accountants. Kristen is a Lean Black Belt certified in the Six Sigma process improvement methodology.

### **What have you loved most about your consulting career?**

The most rewarding part of my career in consulting thus far has been the ability to innovate and develop relationships with so many talented, intelligent and innovative people. It's true that people are at the center of everything we do. Whether it's developing relationships with my team members or clients, it has extended me the opportunity to learn from others and collaborate in new ways to solve some really tough problems. The problems that we get to solve with our clients are the types of challenges that truly can make a difference in their organization and that tangible impact is extremely motivating and rewarding.



## EXCELLENCE IN CLIENT SERVICE



### Alex Vadas, L.E.K Consulting

Alex Vadas is a Managing Director and Partner in L.E.K. Consulting's Life Sciences practice. Alex focuses on diagnostics, precision medicine, research tools and bioprocessing. He joined L.E.K. in 2000 and works with corporate, financial and not-for-profit clients on strategy and transaction support. Alex's expert commentary has appeared in Health Data Management, Life Science Leader, Med Device Online and in the international journal In Vivo. Alex earned both his B.S. and Ph.D. degrees in Chemical Engineering from the University of California, Los Angeles.

#### **What does being honored as a Top Consultant mean to you?**

It's a great honor, and very validating after putting more than 20 years into the profession. But as my dad always said, "The minute you start feeling too good about yourself is when you're going to fall." We will continue to build the practice and do excellent work for our clients, and we will continue to learn and innovate. Also, I'd like to say that none of this would have happened without my amazing team, and I'd like to dedicate this award to them. This award is really a testament to the strength of the team and our great work together.



## EXCELLENCE IN CLIENT SERVICE



### **Bryce VanDiver, Capco**

Bryce VanDiver is a part of Capco's US Leadership team where he leads the Southeast region. Bruce takes great satisfaction in working with clients and Capco teams to accelerate business change and digital transformation across the financial services industry. He serves on boards/c-level executives, led large-scale services, and spearheads client relationships across retail, commercial & investment banks, payments processors, FinTech and non-bank providers. He regularly participates and contributes to financial services industry forums (American Banker, Bloomberg, etc) on banking and payments trends.

#### **What has motivated you to excel over the course of your career?**

On a macro level, I am motivated by the complex challenges that confront the financial services industry and our clients. This is a time of intense change and transformation in the industry, which can make you feel intense pressure and reward at the same time. I like rolling up my sleeves and getting in on the action, whether it's helping clients migrate to a digital-first value proposition or adhere to regulatory mandates.

I'm also motivated by good old-fashioned competition, a sense of equity and fairness, and helping my team reach their full potential. Coaching is an integral part of my professional identity. Mentoring junior consultants is extremely rewarding to me, and I thrive watching my proteges succeed and advance.



## LIFETIME ACHIEVEMENT AWARD



### **Shari Dunn, Gallagher**

Shari Dunn is a Managing Director with Gallagher's Human Resources and Compensation Consulting practice. Upon receiving her B.A. degree in psychology from the University of California at Berkeley, Shari headed to New York City to take a position in the human resources department of the Marine Midland Bank, and later worked at Nabisco in operations research. Returning to the San Francisco Bay Area, she became a research associate for McKinsey & Co. Next, she moved to Deloitte (then Touche Ross) as a consultant. It was at these two prominent consulting firms that she became knowledgeable about the challenges of paying employees effectively and gained high-level strategic consulting experience. Recognizing the additional value of applied corporate experience, she then spent the next 10 years in compensation management positions with Fibreboard Corporation, Boise Cascade, Bank of America and Castle & Cooke, where she worked both domestically and internationally. In 1980, she established Comp Analysis, a consultancy dedicated to helping employers make successful compensation decisions. In December 2010, the firm, having grown to become a leading independent San Francisco Bay Area compensation management consulting firm specializing in broad-based pay plans, was acquired by Arthur J. Gallagher & Co. (NYSE: AJG). In addition to her management and consulting activities, Shari is a well-known speaker and regularly leads seminars and workshops on employee compensation and related issues for a variety of audiences. She has published a number of articles and white papers, and serves as an expert witness in connection with wage and hour litigation and other compensation matters.

#### **What have you loved most about your consulting career?**

Ability to have an impact and also to work with a broad range of different types of employers in terms of size, industry and location, which is endlessly interesting



# Congratulations to Nan DasGupta and this year's Top Consultants honorees!

BCG applauds Nan DasGupta on being named to Consulting Magazine's 2022 Top Consultants list for excellence in diversity, equity, and inclusion.





## EXCELLENCE IN DIVERSITY, EQUITY AND INCLUSION



### **Nan DasGupta, Boston Consulting Group**

Nan DasGupta leads Boston Consulting Group's People & Organization practice in Canada, is the People Chair for BCG Canada, and the Leader of the Women@BCG Initiative in North America. She also is a core member of the firm's Financial Institutions practice. Nan has contributed extensively in the Social Impact domain and is one of the leaders of BCG's Centre for Canada's Future. In that role, she helps move Canada forward by providing insights and expertise on the country's most important issues. The centre also aims to convene leaders from the business, government, and nonprofit sectors to work together to achieve impact. Nan has taken on several firm leadership roles and currently chairs BCG's Career Development Committee in Canada and leads the firm's Women@BCG initiative in North America. Nan also serves on nonprofit boards: Ivey Advisory Board, LEAP | Pecaut Centre for Social Impact, and CivicAction Leadership Foundation. Nan has worked on strategies in growth, sales force productivity, target operating model and organization. She has worked predominantly in the financial services and consumer retail industries, and is one of the firm's experts in the topics of customer experience and women in business.

#### **What's the best advice—personal or professional—you've ever received?**

The best advice I've received is to think of my career as a marathon, and not a sprint. In my career I've intentionally slowed down the pace or taken detours/time off at times through part-time and flexible work models. Most importantly, I've always held personal time and vacation time sacred. This was what I felt made most sense for my family and what I needed for my life. I've never felt remorse that others might be charging ahead at a faster pace than me – it's not a race after all, and I'm not even sure what the finish line is or where it is. This approach has helped me to sustain my enjoyment in my career over a long time.



## EXCELLENCE IN DIVERSITY, EQUITY AND INCLUSION



### Tracey Groves, StoneTurn

Tracey Groves, a Partner at StoneTurn, brings more than 30 years of experience in diversity, equality and inclusion, corporate governance, ethical conduct and behaviors, regulatory compliance, risk assessment and culture change. She counsels leaders of complex, global organizations on environmental, social and governance (ESG) strategies that accelerate growth and innovation, drive ethical conduct and inclusive cultures, and unlock responsible business performance. A TEDx speaker, media commentator and accomplished author and panelist, Tracey is also Founder and CEO of award-winning consultancy Intelligent Ethics, which specializes in ethical business conduct, business transformation and inclusive leadership including culture change interventions and behavioral frameworks. She partners with clients to comprehensively integrate 'doing the right thing' into their corporate infrastructure, helping them to navigate the complex business, people and reputational issues that often arise when developing and implementing new initiatives. Tracey has been recognized for her work in diversity, equality and inclusion through many awards including Women in Business Champion, Grant Thornton International, 2019, Financial Times /HERoes Women in Business Role Model: Outstanding 100 Female Executives 2019 and 2018, and she has been named as one of the top 16 advisors in the U.K.'s 'Most Powerful Women in the City' list, City AM, 2015.

#### **What do you enjoy most about your career in the consulting industry?**

My enjoyment comes from the challenge and variety of working with people and organizations from different countries and diverse cultures who are seeking my expertise and experience. Often, clients ask consultants to deliver a generic solution which they believe will address their needs. Taking them back to identify why they need my support, in the context of their own cultural landscape, before leaping to what they need is a diagnostic challenge that I enjoy, and I use this as a platform to build trust and respect which transcends difference.



## EXCELLENCE IN DIVERSITY, EQUITY AND INCLUSION



### **Mychal Harrison, Huron**

Mychal is a leader in Huron's investment banking business, where he applies his deep functional expertise in business planning and finance strategy to guide management teams, lenders, creditors and other stakeholders through buy- and sell-side transactions. He specializes in helping stressed and distressed organizations, particularly in the industrials and consumer products industries, successfully navigate the refinancing process. Over the course of his career, Mychal has worked with leadership teams of distressed organizations to develop detailed restructuring plans and secure over \$100 million in financing. In addition to providing due diligence and valuation support on strategic transactions, he has helped organizations standardize their approach to cash flow management and forecasting to increase long-term financial viability. Before rejoining Huron in 2020, Mychal was a senior vice president in Deloitte's transactions and business analytics practice. In 2015, he was recognized by The M&A Advisor as a 40 Under 40 Emerging Leader. He is involved in multiple industry associations including the Association for Corporate Growth, the Association of Insolvency & Restructuring Advisors (AIRA) and the Turnaround Management Association (TMA). Mychal is a member of the Duke University board of trustees and president-elect of the Duke Alumni Association. He is also on the board of the Association of Insolvency & Restructuring Advisors and the Beginning With Children Foundation.

### **What advice would you give a professional just beginning a career in consulting?**

Be courageous, be adventurous and explore, and don't be afraid to fail. You can use your failures as opportunities to build yourself, to grow and sharpen your professional skills in the areas where you want have expertise. Don't be afraid to tell people what your aspirations are. There are a lot of people willing to help but they oftentimes need to know how they can help.



## EXCELLENCE IN DIVERSITY, EQUITY AND INCLUSION



### **LaTonya O'Neal, The Chartis Group**

LaTonya O'Neal has spent her entire 30-year career focused on her passion for healthcare. She brings unique perspectives to addressing health care challenges as a result of working in both acute health care systems as well as consulting. LaTonya is a Principal at The Chartis Group, the nation's largest independent healthcare advisory firm. She is a leader in the Revenue Cycle Practice, where she helps clients address their most complex problems and achieve sustainable improvements.

#### **What do you enjoy most about your career in the consulting industry?**

I started my career in healthcare as an EKG technician, and one day an elderly Black woman was coding in the ICU after a tooth extraction gone wrong. While the clinical team was trying to stabilize her, they were making disparaging and racist comments about the patient and laughing about what they were going to do for lunch. While my first thought was "why is someone dying from a tooth extraction?"; my second thought quickly became "I wonder if her race is the reason she's dying." In that moment, I decided I wanted to become a voice for the voiceless, so nobody has to wonder if their race is the reason for their health outcomes.

I started my career in a hospital because I wanted to help people, but it didn't take me long to realize that I didn't have any power to make any change in my role. I remember having a group of consultants perform a project at my hospital. I thought to myself "there's a profession where you can figure out the root cause of a problem and fix it? Sign me up!"

Healthcare organizations have the smartest and most talented professionals leading them. In my consulting role, I love being their trusted advisor in finding the best ideas for solving their issues or identifying new paths for success for not just their organizations, but their communities as well.

I love seeing the positive impact we can have on patients and families by helping healthcare organizations improve.



## LIFETIME ACHIEVEMENT AWARD



### **Kelly Peters, Trial Run**

Kelly Peters is the CEO and Co-Founder of Trial Run. Kelly is a recognized trailblazer for developing practical frameworks for behavioral economics and the widely applied Trial Run Method. She has overseen the launch of several new business ventures that capitalized on insights into consumer behavior. Her interest in behavioral science stems back to the late 90s working on behavioral scoring models in credit risk and online distribution models, evolved through behavioral finance, and finally culminated in 2008 when she launched what might be the world's first commercial application of behavioral field experiments while at RBC to help drive adoption of online service channels. Among the first to see the commercial potential of the web in 1993, Kelly spent several years in the dot-com industry before focusing on financial services, where she spent 12 years leading complex strategy projects leveraging her expertise in innovation, technology and human behavior.

### **What's the best advice you've ever been given?**

To have intellectual humility.

Twenty years ago when I was working at Bank of Montreal, I had an opportunity to watch my boss interact with a consulting company that had been charged with a large mandate. While the consultants were sharing their findings, my boss pounded her finger at one of the data points and asked where the number came from. The senior consultant struggled to answer and ended up giving a hand waving response. My boss' irritation increased as she continued to listen. This is when a junior colleague gently interrupted and explained that the number is a proxy. Kathy gave a huge smile to the junior consultant, and said, "thank you, that's all I needed to know." To the senior consultant, she grimaced, "if you don't know, then you don't know. Separate your ego. Have the courage to say I don't know."

This was an incredible lesson for me because it helped me start to see some of the challenges that the consulting industry faces. In this industry, we feel that we must know all the answers, and our ego gets tied up in that. Sometimes this means we pretend to know the answer, even when we don't.

EXCELLENCE IN ENVIRONMENTAL AND SOCIAL GOVERNANCE



**Laura Corb, McKinsey & Company**

Laura leads McKinsey's client service and capability building in North America across the Sustainability practice's five pillars of Net Zero & ESG Strategy, Green Business Building, Decarbonization Transformation, Net Zero Financial Institutions and Sustainable Investing. She has worked at McKinsey for over 28 years, developing new businesses and driving business performance and growth transformations primarily in the Tech, Media & Entertainment, and Telecom Industries. Laura serves on McKinsey's Board where she Chairs the Finance & Infrastructure Committee. She also serves on the Global Social Responsibility Council. Previous roles include leading the Strategy & Corporate Finance Practice for the Americas and the Innovation Service line globally. She is a frequent speaker at corporate events and conferences on Net Zero Strategy and works with players across the sustainability ecosystem, including standard setters and NGOs. Laura serves on the board of trustees of the Alvin Ailey American Dance Theatre, and the Boards of Generation and TechnoServe. In addition, she served on the Board and Executive Committee of the Ad Council and the Board of A Better Chance. Laura was a David Rockefeller Fellow. Laura has a B.A. in Social Studies from Harvard University and an MBA from Stanford's Graduate School of Business.

**What's the best advice you've ever been given?**

A client once gave me the advice to "listen to what is not being said in the room."

I have strived to follow this advice ever since, often considering: Where is there a mismatch between the body language and what is being said? What underlying motivations or concerns are in the room but are not being voiced? What stakeholder perspectives are not being represented?

I have found this approach to be incredibly helpful in a wide range of settings, from boardrooms to working on the front lines to improve a customer experience.



## EXCELLENCE IN ENVIRONMENTAL AND SOCIAL GOVERNANCE



### Ken Ditzel, FTI Consulting

Ken Ditzel is a Senior Managing Director at FTI Consulting and leads the firm's North American energy and environmental market analytics team. He has over 20 years of experience in market analysis and consulting. His work has been used in antitrust and competitive assessments; arbitration, litigation and regulatory disputes; asset due diligence; corporate growth strategies; integrated resource plans; project feasibility studies; and policy analyses. Ken often uses statistical and optimization models to determine how changes in market and regulatory variables affect energy supply, demand and prices. His clients have included financial institutions, independent power producers, manufacturers, private equity firms, technology firms, trade associations and utilities. His work has covered the biofuels, coal, electricity, domestic gas and LNG, manufacturing, oil and refined products, petrochemicals and renewables industries. Ken holds a B.S. in mechanical engineering from the University of Virginia and an MBA from Georgetown University.

#### **What advice would you give a professional just beginning a career in consulting?**

Be willing to adapt and learn new things. The market, technology, policies, cultural attitudes and your life experiences are constantly changing. A friend recently told me about a CEO who gave a commencement speech encouraging graduates to "stay the course no matter what." Sure, dedication and fortitude are important, but knowing when to adapt is equally important. Businesses are organisms, and when internal and external factors change, they need to be nimble and change as well.



EXCELLENCE IN ENVIRONMENTAL AND SOCIAL GOVERNANCE



**Richard Longstaff, Deloitte Consulting**

A Managing Director in Deloitte's U.S. Government and Public Services practice, Richard leads Deloitte's Federal Climate Action team. His work focuses on helping federal, state, and local government clients develop comprehensive climate strategies, reduce emissions, increase resilience and drive inclusive growth. Before his current role, and upon joining Deloitte in 2010, Richard was the LCSP of the DOE/EPA account and spearheaded the launch of the firm's U.S. Federal Energy Team across a variety of agencies, including DOD, DOE, DOI, DOS, EPA and USAID. Richard has also led a range of natural resources, power, and investment promotion programs across more than 40 countries in Africa, Asia, Eastern Europe and the Middle East. He has over a decade of resident experience in emerging and transforming markets. Out of the office, Richard is an avid cyclist and can be found outdoors most weekends testing new trails and routes around DC. He also follows British football (soccer) although, as an Aston Villa fan, this tends to be a triumph of optimism over experience. Richard holds a bachelor's in Mining Engineering from Nottingham University and a master's in Business Administration from the University of Virginia Darden School of Business.

**What do you enjoy most about your career in the consulting industry?**

If you'd asked me this when I was a Consultant, I'd have said "Doing client work; solving problems and creating new ideas"

If you'd asked me this when I was a Manager, I'd have said "Doing more as a team than we can achieve as individuals"

If you'd asked me this when I was a Senior Manager, I'd have said "Winning work. Hunting in a pack"

But, as a PPMD, I've learned that I don't have choose between those, anymore ... I get to do them all at the same time. Mostly importantly, I get to help the people I work with develop new skills and grow into their careers; whether its five minutes or five hours doing that in any given 24 hours, its always the best portion of my day.



# ALM.

## CONSULTING 2022 AWARDS CALENDAR



### SEPTEMBER

#### Best Firms to Work For

Event date: September 15, 2022

Submission period: Mar 17 - June 10, 2022

### OCTOBER

#### Fastest Growing Firms

Event date: October 13, 2022

Submission period: Apr 8 - Jul 1, 2022

### NOVEMBER

#### Women Leaders in Consulting

Event date: November 3, 2022

Submission period: May 5 - Jul 29

\*Dates are subject to change, please check the event websites linked in the titles

For more information, contact: [awardsinfo@alm.com](mailto:awardsinfo@alm.com)



Cognizant celebrates

## Todd Bricker

as one of Consulting  
Magazine's Top Consultants  
in Leadership Excellence.





## EXCELLENCE IN LEADERSHIP



### **Todd Bricker, Cognizant**

Todd Bricker is the Vice President – Global Organizational Change Management Lead for Cognizant. Leading capability across several key dimensions such as business development, thought leadership, practice/people development, and delivery excellence. He has a deep focus on large-scale digital and business transformation initiatives, helping his clients better adopt disruptive digital technologies, transition to new operating models, and assimilate to new modes of working. Todd has 20 years of consulting experience focused on Organizational Change Management in various industries with a heavy focus on Life Sciences, Healthcare (Payor and Provider), Retail and BFS. He has led large, complex, and global Technology Adoption OCM transformations with TCV's ranging from \$1M to \$400M. In addition to practice leadership and project delivery, He leads communities of interest related to global technology/digital driven change adoption, drive thought leadership and translate that thought leadership into practical consulting methods/approaches, volunteers as a Leadership Development Instructor for nonprofit organizations, and leads internal people development initiatives to attract, develop and retain top consulting talent.

### **What has motivated you to excel over the course of your career?**

The greatest source of my ambition to excel in consulting is simple – it is my drive for competition. Simply put, I like to win a fair match – and over my calling as a life-long athlete, coach, and collegiate swimmer for the University of Tennessee, I've learned what winning takes. I intimately understand the connection between hard work, perseverance, mental stamina, and the payoff of your efforts. I have experienced the tremendous difference that fractions of seconds or half an inch can make – which holds true whether in sports, winning bids or client work.

Now as my career has turned to the coaching-side of my OCM team, my personal drive for competition has transferred to them. Within me is the core desire to see my team members win, following the same methods I know to breed success. That same mentality is applied to project work and clients, making sure each stakeholder is on the "winning team" of their transformation efforts, can reach their full potential, and are able to reap the benefits of their hard work and dedication of their own business transformation "competitions."

RSM celebrates the  
power of great people.

Congratulations,  
Stacy Dow.

It gives us tremendous pleasure to recognize the achievements of **Stacy Dow**. Congratulations for being honored for your excellence in leadership.

[rsmus.com](http://rsmus.com)

THE POWER OF BEING UNDERSTOOD  
AUDIT | TAX | CONSULTING





## EXCELLENCE IN LEADERSHIP



### Stacy Dow, RSM

Stacy is the national leader of RSM's financial consulting practice. She has over 25 years of experience providing audit, tax and financial advisory services. She has extensive experience with liquidity events and works closely with the management of middle market companies to assess internal controls and assist with financial reporting needs. Stacy supports both public and private companies in supporting their finance organizations to help solve technical challenges as well as identifying practical strategies for process improvements throughout the organization. The delivery of these services requires coordination and interaction with management as well as external advisors to ensure timely quality results. Her focus is on the technology, software, life sciences and medical devices industries.

#### **What's the best advice—personal or professional—you've ever received?**

I am a very competitive person by nature. A longtime personal mentor of mine told me early in my career to stop comparing myself to other people and worrying so much about getting to a certain level or obtaining a certain promotion. He told me to do what was right for my clients, my teams and the firm, and the rest would follow. It seems very simple, but I still use it today to inspire others to not worry so much about metrics and concentrate on the right behaviors. With the right behaviors, good metrics will follow.



## EXCELLENCE IN LEADERSHIP



### **Emil Fernandez, Spaulding Ridge**

Emil Fernandez is a 25-year veteran of the enterprise software and consulting services industry. Emil joined leading cloud advisory and implementation firm Spaulding Ridge in 2018 and is responsible for growing the Spaulding Ridge OneStream and Coupa practices. Under Emil's leadership, the OneStream practice has risen from Silver to Diamond Partner status due to an excellent track record of client success, collaborative and innovative teamwork, and high retention of diverse employees. In 2021, Emil launched Spaulding Ridge's Coupa practice to provide clients with a robust, cloud-based P2P solution. Before Spaulding Ridge, Emil founded Kerdock Consulting, an Oracle implementation firm, and grew the organization until its 2010 acquisition by Perficient, a publicly traded systems integrator and advisory firm. Following, Emil grew and led the 200person Perficient Oracle practice. Emil specializes in business intelligence and corporate performance management systems, working with clients to deliver solutions around budgeting & planning, operational reporting, consolidated financial reporting, automated financial close and financial data quality. He is a dedicated ally to promoting women in the tech industry and regularly participates in Spaulding Ridge's Women Elevate initiative. He also acts as a business mentor and advisor for two technology incubators, the Houston Exponential and Capital Factory.

### **What's the best advice you've ever been given?**

When you strip away all the methodologies, all the buzzwords, all the technology...consulting is (and always will be) about people. People delivering value for other people, solving problems, making a difference. The best advice I've ever received, and the best advice I can give to others, is to understand people and to understand what makes them special. Everyone has strengths and weaknesses.

My old mentor used to tell me that a person's greatest strength is simultaneously her greatest weakness. For example, someone who is very flexible and accommodating—and good with clients—might struggle with scope creep. Put people in positions where they can leverage their strengths to be successful and surround them with other people who can complement or offset their weaknesses.



## EXCELLENCE IN LEADERSHIP



### Enzo Santilli, Grant Thornton

Enzo Santilli is the national managing partner of Transformation within Grant Thornton LLP's Advisory Services business line. In this role, Santilli is responsible for the development and delivery of a full range of strategic business advisory and enterprise technology solutions. After 10 years at Arthur Andersen, Santilli and several of his fellow Andersen alums created MarketSphere Consulting in 2002. He served in a variety of roles, including firm president, before joining Grant Thornton, when the firm acquired MarketSphere in 2013. Since then, he has served Grant Thornton in a wide range of leadership roles, including office managing partner of the firm's Pittsburgh office and as an elected member of the firm's Partnership Board. He now leads Grant Thornton's \$450+ million Transformation Advisory practice, overseeing more than 1,600 professionals and providing consulting services to public-sector clients, middle-market companies and organizations in the Fortune 100. Santilli is a CPA in Pennsylvania and a member of the AICPA. He also serves as an adjunct professor of accounting information systems at the University of Pittsburgh. He received his Master of Business Administration degree from the Wharton School at the University of Pennsylvania and a bachelor's degree in accounting and information systems from Duquesne University.

#### **What advice would you give a professional just beginning a career in consulting?**

I would give the same advice I received years ago: "Who you hang with makes all the difference." As I mentor young professionals throughout my firm, I often remind them to fill their personal and professional lives with supportive people who share their passions, interests and commitments. This is especially valuable in today's unique work environment, where we may not have the "water cooler" conversations that used to be a hallmark of work life. I know the success I've enjoyed is a direct result of the kind, hardworking and talented people I've surrounded myself with throughout my career, and I want the same success for my colleagues.



## EXCELLENCE IN LEADERSHIP



### Mohamed Kande, PwC

Mohamed Kande serves as PwC's Global Advisory Leader and co-leads the firm's US Consulting business. Mohamed has accumulated a very diverse international business experience living and working in Africa, Asia, Europe, the Middle East and North America where he has guided global teams, C-suite leaders and clients across diverse industries. His expertise spans the areas of operational strategy, technology development, mergers and acquisitions, and Mohamed uses the power of technology—analytics, AI, cloud and digital solutions—to find and fix complex problems, transforming client businesses. Previously he was PwC's US and Global Advisory Leader for the technology, media, telecoms and hospitality industry sectors. Before joining PwC in August 2011, Mohamed was the managing partner of PRTM Management Consultants' Europe, Middle East and South Asia business. Mohamed studied electrical engineering in college in France, has a masters in engineering from the University of Montreal and a MBA from the University of Chicago. He comes from a multicultural background, and is fluent in French. He currently resides in Washington, D.C. with his daughter and enjoys Tae Kwon Do in his free time.

#### **What do you enjoy most about your career in the consulting industry?**

The ability to solve problems and learn from my colleagues. At PwC, we focus on bringing multidisciplinary teams to our clients' complex problems. Not only does this lead to better solutions, but it's also a more rewarding experience for our people. We learn from each other and bring the best of our firm to every opportunity. I have a deep appreciation and admiration for the people I work with every day. I also don't know any other industry where you can reinvent yourself again and again.

# Congrats!

## Congratulations to our very own Ryan Prindiville

---

For being honored as one of  
**Consulting's 2022 Top Consultants!**

Ryan leads Armanino's Consulting practice, driving business strategy, outsourcing, advisory, data analytics and technology consulting for clients across numerous industries. Ryan's passion for helping others grow is evident in the way he leads a team of several hundred consultants, serves our clients and guides colleagues as a mentor. Ryan believes people are most successful when they can leverage their innate capabilities and uses this approach to help develop and positively impact his clients and colleagues. Hats off, Ryan, and thank you for all you do!

**Digital Transformation | Tax | Audit | Consulting  
Advisory | Family Office**

844 582 8883 | [info@armaninoLLP.com](mailto:info@armaninoLLP.com) | [armaninoLLP.com](http://armaninoLLP.com)





## EXCELLENCE IN LEADERSHIP



### Ryan Prindiville, Armanino

Ryan Prindiville leads Armanino's Consulting practice, driving business strategy, outsourcing, advisory, data analytics and technology consulting for clients across industries. He leads a team of several hundred consultants that solves clients' broad, increasingly digital business challenges. Ryan applies his expertise to drive shared services and capabilities involving outsourcing, advisory services, strategy services, technology and data analytics. Ryan has been an integral part of Armanino's approach to developing IP and product development capabilities. He founded and developed the Strategy & Transformation consulting practice, including DataVue™, Armanino's digital transformation methodology. These solutions have helped clients undertake bold transformation to anticipate customer needs and deliver digital-forward experiences. With experience serving the retail/consumer goods, real estate, entertainment, hospitality, technology, health care, life sciences, private equity, family office and nonprofit industries, Ryan is an expert in: strategy and technology consulting, data analytics/artificial intelligence, product development and innovation, business architecture and process improvement, digital transformation, M&A integration (teams, systems and processes), organizational development and facilitation, team building, project and program management, and supply chain and operations management. Ryan is a certified Six Sigma/Lean Master Black Belt. He holds an MBA from the University of Southern California and a B.A. from the University of California at Santa Barbara.

#### **What's the best advice—personal or professional—you've ever received?**

Early in my career when I first took on a managerial role, my boss at the time said, "People are not computers; computers are a lot easier to program!" He was telling me that aligning people to a mission, getting people engaged and working together is the biggest success we can have. Today, I am still a big believer that if you position people well and empower them to leverage their innate capabilities, they're likely to be happier and make a greater positive impact.



## EXCELLENCE IN LEADERSHIP



### **Nigel Vaz, Publicis Sapient**

Nigel Vaz is the CEO of Publicis Sapient, the digital business transformation company, focused on helping companies to thrive in a world that is increasingly digital. With expertise spanning strategy, product, experience, engineering and data, Publicis Sapient helps businesses sustain relevance by adapting to change and capturing value through digital. In more than two decades with the company, Nigel has acted as a strategic advisor on complex transformation initiatives with clients across geographies and a range of industries including financial services, automotive, retail, consumer products and telecommunications, media & technology. Nigel advises some of the world's largest businesses on their transformation initiatives. Publicis Sapient clients include Carrefour, Goldman Sachs, Marriott, McDonald's, Nationwide, Nissan and Unilever. Before Sapient, he was a successful entrepreneur – co-founding a public company with interests in internet consulting and connectivity solutions. In addition, Nigel is a member of the Executive Committee of Publicis Groupe and is Global Lead of Digital Business Transformation for the communication, media, data and technology group. An inductee of the BIMA Digital Hall of Fame, Nigel has also served as President of the IPA (Institute of Practitioners in Advertising) and board director of The Marketing Society. He is a regular commentator in broadcast and print media including the BBC, Bloomberg, CNBC, CNN, the Financial Times and Wall Street Journal, and author of numerous articles on business transformation, technology, brand experience and culture. Nigel is author of the bestselling business title 'Digital Business Transformation – How Established Companies Sustain Competitive Advantage from Now to Next', based on years of partnering with clients to harness the power of digital.

#### **What advice would you give a professional just beginning a career in consulting?**

I would tell them that what you know is not as important as your ability to learn. The world is constantly changing and the needs of clients are changing along with it. Digital has only accelerated the pace of that change. Which means whatever skills you've built are just a foundation and 5 years from now you may find yourself (and the world) in a very different place. So, the best thing you can do as a professional, and certainly as a consultant, is to constantly learn and evolve to produce better outcomes.



## EXCELLENCE IN LEADERSHIP



### **Karen Wilson, Guidehouse**

Serving public sector entities to help them manage risk and increase resiliency has always been a passion of Karen's. As a partner at Guidehouse, she guides government agencies to improve their services to customers by reducing risk, optimizing assets, and achieving results that stand up to scrutiny. Karen is the Public Sector leader within Guidehouse's Energy, Sustainability, & Infrastructure business unit, providing service to US Government civilian agencies, as well as infrastructure-related government agencies and ministries in Canada and Europe. She has a Masters' degree in Education from University of Maryland, bachelor's' degrees in History and Journalism from Boston University, is a certified facilitator, and a certified leadership and executive coach. She began her career at Arthur Andersen, and worked briefly at Unisys and a market research firm focused on the government before joining PwC in 2008, where she was admitted to the partnership in 2012. Karen is passionate about helping individuals and teams succeed. She has designed and delivered numerous leadership and professional training programs over the years. She derives extreme pleasure from bringing order to chaos, and strategically charting courses to leave organizations better than she found them.

#### **What have you loved most about your consulting career?**

As the daughter of public servants, I have loved getting to work side by side with my teams and our government clients to help them accomplish their important missions. I have also loved the work I've gotten to do designing and delivering leadership development and professional training throughout the years.



EXCELLENCE IN LEADERSHIP



**Rodey Wing, Kearney**

Rodey Wing drives leading health organizations and retailers to change how they operate and engage customers to improve connection and health outcomes. He is a Kearney Partner and leads Kearney's Toronto Office and Proud, Kearney's LGBTQ2+ ERG. He has spent more than 17 years working with leading health companies and retailers as they grasp with the seismic shifts in the industry. Working with clients throughout the value chain has given Rodey unique perspectives on how retailers and suppliers can work together to drive value and succeed. A leading member of across both Health and Consumer practices, Rodey has worked with clients in both spaces to adapt to the consumerization of health and the opportunity that provides to truly revolutionize the definition of care and outcomes.

Rodey graduated with a B.B.A. in 2005 from University of Michigan Ross School of Business.

**What is your proudest achievement to date?**

Driving a change around LGBTQ2+ inclusivity within Kearney. When I took leadership of Kearney's LGBTQ2+ ERG, we were struggling to retain and grow LGBTQ2+ talent. Being gay myself, I had some inclination on the challenges, but I wanted to truly understand the opportunities we had around inclusion. I launched an anonymous global survey to assess where we stood, and what our LGBTQ2+ colleagues need. The survey results were clear. We had an accepting firm filled with allies that didn't know how to be allies. We also had LGBTQ2+ colleagues who felt accepted on the surface, but not fully and not celebrated. I built a plan and took action. I got leadership buy-in and pushed them to champion the necessary changes. The ERG rebranded with a more inclusive name, launched a program to activate our allies, held a series of conversations about the challenges LGBTQ2+ colleagues face, and created venues to celebrate their stories. We also built new programs to support our LGBTQ2+ team members, including a comprehensive program to support Trans colleagues through transitioning, mentorship programs and community-building events. This led to a dramatic shift in how it feels to be LGBTQ2+ at Kearney--a shift I can personally attest to. We now see higher retention among our LGBTQ2+ colleagues. It's been great to see how the ERG continues to further inclusion, and how this playbook has been leveraged by our Black@Kearney colleagues to build a similar community of colleagues and allies to drive racial equity and inclusion across our firm.



## LIFETIME ACHIEVEMENT AWARD



### James H. Roth, Huron

Jim Roth has served as chief executive officer of Huron since July 2009. Jim was elected to Huron's board of directors in November 2009. He served as Huron's president from March 2011 until February 2019. Before his tenure as CEO, he led Huron's health and education consulting segment. He also led Huron's higher education business, which he grew into one of our largest organically grown practices. As a founding member of Huron, Jim guided and grew the higher education business to a position of preeminence in the industry. He has more than 40 years of consulting experience working with many of the premier research universities and academic health centers across the U.S. and abroad. Under his leadership, Huron has been named one of Forbes' Best Management Consulting Firms, Forbes' America's Best Employers and by Consulting magazine as one of the Best Firms to Work For. In 2014, Jim was appointed to the board of Shorelight Holdings LLC (d/b/a Shorelight Education), a U.S.-based company focused on partnering with leading nonprofit universities to increase access and retention of international students and boost institutional growth. Previously, he served on the board of Aviv REIT, a self-administered real estate investment trust specializing in skilled nursing facilities from March 2013 until April 2015, when the company merged with Omega health care Investors Inc. and on the board for AdVenture Interactive Corp. (d/b/a Keypath Education, formerly PlattForm), a leading provider of comprehensive marketing and enrollment management services to colleges and universities. Additionally, Jim serves on the board of Gift of Adoption, a nonprofit organization focused on providing initial financial support for families that are pursuing adoption.

#### **What have you loved most about your consulting career?**

There are three aspects of consulting I love most. First, the impact we have on our clients and their businesses. I have found the relationships I have built with clients over my career are incredibly rewarding. Second, I have thoroughly enjoyed helping our people grow professional and personally. I often remind our leaders that their job is to help develop the next leaders of our business, sponsoring and mentoring our people throughout their career. Third, I am honored to have been part of and led such an incredible organization. Watching our business grow along with our clients and our people has been one of the greatest joys in my career.



# Huron congratulates **Jim Roth** and **Mychal Harrison** for being named Top Consultants in 2022!





## LIFETIME ACHIEVEMENT AWARD



### **Gary Pinkus, McKinsey & Company**

Gary serves as McKinsey's chairperson of North America. Previously, I was managing partner in North America, and led McKinsey's Western United States office. He co-founded and served as global leader of McKinsey's Private Equity & Principal Investors Practice and is a longtime elected member of McKinsey's Shareholders Council, chairing numerous board committees. Gary joined McKinsey in Los Angeles in 1987 and came to the firm's San Francisco office in 1992. Throughout his career, he has worked for Dole Food Company in Honduras, Bear Stearns' M&A group in New York, and in McKinsey's Houston, Mexico City, Sydney and Zurich offices. He serves on the boards of Wake Forest University and US Ski and Snowboard Association and am a prior board member of the San Francisco Opera, California Academy of Sciences, Menlo School, California Business Roundtable, Silicon Valley Leadership Group, ReSurge International, the SF Society for the Prevention of Cruelty to Animals, and the investment committee for Woodside School Foundation. Gary received a bachelor's degree with honors from Stanford University and an MBA with honors from Harvard Business School. His greatest joy is being a devoted husband to his wife, loving father to his four children, and caring friend to many.

### **What is your proudest achievement to date?**

This may be a nontraditional answer, but I'm deeply proud of the work-life balance I've managed to sustain throughout my career. It has enabled me to serve my clients and the firm whole-heartedly, while also allowing me to be the best husband, father, friend, and community member that I can be. Early in my career, I decided balance was a priority of mine. I vowed to pay attention to the collection of small decisions I made that could create a larger impact. Actions and events that could seem small in the moment —like parent teacher conferences, coaching my children's' sports teams, and volunteering in their classrooms for an afternoon— truly add up over time, and I made intentional decisions to prioritize those moments.

In doing this, I was often asked how I "found the time." But finding an hour to meet with a CEO would never be a question - so it was never a question in my mind whether I could carve out an hour to attend something that mattered to my family, friends or community.



## EXCELLENCE IN INNOVATION



### **Kamal Biswas, Xybion**

Kamal has over 25 years of hands-on experience in the pharmaceutical industry, management consulting and software product management. As President & COO, he manages Xybion P&L. Before Xybion, Kamal was in the founding team of Infosys Life Sciences business and helped build and grow Life Sciences consulting business globally. As a management consulting Partner, he helped various Life Sciences companies with their growth strategy, margin preservation, accelerating innovation and improving compliance. His focus has been business transformation, digital innovation, market acquisition and shared services transformation. Before Infosys Consulting, Kamal worked for a decade in pharmaceutical manufacturing operations, technical R&D, and new product launches. He has worked with many pharmaceutical majors including Ciba Geigy, Novartis, Pfizer, GSK, Aventis, J&J, and BMS, either as an employee or as a consultant. Kamal is the author of "Pharma's Prescription: How the Right Technologies Can Save Pharmaceutical Business," published by Elsevier. He holds a master's degree in Technology, is a certified ISO9000 auditor, and is a trained Design Thinker. Kamal is a strategist and evangelist of pharmaceutical business transformation through nontraditional methods and frequently speaks at industry councils. Kamal has been a member of the boards of several industry forums and educational institutions.

#### **What has motivated you to excel over the course of your career?**

I have worked in the life sciences space for over 25 years. Starting with the pharmaceutical industry, then with the consulting companies to help pharmaceutical industries, and then software to improve the life sciences industry. All along my motivation was to create an impact on society through my daily work. My daily work can help a pharma company speed up their drug development innovation or my work can help a healthcare provider do their job better.





## EXCELLENCE IN INNOVATION



### **Zhamak Dehghani, Thoughtworks**

Zhamak Dehghani works with Thoughtworks as the director of emerging technologies in North America, with a focus on distributed systems and big data architecture, with a deep passion for decentralized technology solutions - the foundations for democratization: data mesh, decentralized trust and identity, and networking protocols. She founded the concept of Data Mesh in 2018, a paradigm shift in big data management toward data decentralization, and since has been evangelizing the concept with the wider industry. She is a member of Thoughtworks Technology Advisory Board and contributes to the creation of Thoughtworks Technology Radar. Zhamak has worked as a technologist for over 20 years and has contributed to multiple patents in distributed computing communications, as well as embedded device technologies.

#### **What advice would you give a professional just beginning a career in consulting?**

You are about to experience one of the most privileged positions. You have the opportunity to see and experience, firsthand, the problems and the solutions applied across many clients and industries. Use your position and purview as a superpower. Have an open mind, challenge the status quo that no longer works, connect the dots and discover patterns, and generously share your discovery and insights to continuously improve how we solve hard problems. You can have an impact at a global level. That is a privilege that comes with immense responsibility.



## EXCELLENCE IN INNOVATION



### David Dunn, FTI Consulting

Mr. Dunn has more than 18 years of experience advising multinational corporations on risk and transactions in markets around the world and is an expert in data privacy and cybersecurity resilience, prevention, response, remediation and recovery. Mr. Dunn leads global teams that handle large and complex cybersecurity readiness engagements, advises both corporate and private equity merger and acquisition ("M&A") sponsors on critical cybersecurity risks, as well as leads significant incident response and investigations matters, such as ransomware, data breaches and nation-state intrusions.

He has served as an interim CISO for clients on several occasions and frequently advises private equity firms, C-Suite and board members on the specific cyber risks they face, as well as best security practices to implement. Before joining FTI Consulting, Mr. Dunn was Head of Global Advisory Services and a member of the Executive Leadership Team at Eurasia Group, a risk consulting and advisory firm.

In that capacity, Mr. Dunn oversaw several of the firm's largest clients as well as managed all aspects of the firm's primary business lines. He was responsible for advising large corporations on risk, including cybersecurity risks from nation-state actors, and managing sophisticated consulting teams.

#### **What advice would you give a professional just beginning a career in consulting?**

Don't try to fast-track your career or skip important steps in the race to the top. It's all going to come to you if you stay focused and work hard to build your skills. I also think that building your soft skills and emotional intelligence are equally important as building your technical expertise.



CONGRATULATIONS TO PROTIVITI'S

# Barbi Goldstein

Congratulations to Protiviti's Barbi Goldstein and all the 2022 Top Consultants!

We're very proud of Barbi's well-deserved recognition in the 'Excellence in Innovation' category — a result of her exceptional leadership of Protiviti's global innovation program. Thanks to Barbi and her colleagues around the globe, we offer tailored solutions to our clients' critical business issues in finance, technology, operations, data, digital, legal, governance, risk and internal audit.



Protiviti is a global consulting firm with more than 85 locations in over 25 countries. For eight consecutive years, Protiviti has been named to the Fortune 100 Best Companies to Work For® list. To learn more, please visit [protiviti.com](https://www.protiviti.com).

**protiviti**<sup>®</sup>  
Global Business Consulting



## EXCELLENCE IN INNOVATION



### **Barbi Goldstein, Protiviti**

Barbi Goldstein is a managing director with global consulting firm Protiviti, based in New York. With more than 20 years' experience providing Protiviti's financial services industry clients with tailored solutions for their risk and controls, internal audit and SOX compliance requirements, she is currently the global strategic account manager for one of the world's largest financial services organizations.

From 2019-2021, Barbi also served as Protiviti's Global Innovation Leader, responsible for enhancing the firm's reputation by providing innovative consulting solutions to complex business problems. Barbi serves on the Audit Committee of the Plainview-Old Bethpage School district in New York. She holds a Bachelor of Science degree in business administration and economics from the University at Albany.

#### **What is your proudest achievement to date?**

Honestly, I'm most proud to be an executive and a mom. Of course, it's not always easy, but it's amazing to know that I can accomplish things both at work and at home. I believe my career helps my children to develop a strong work ethic and an understanding that if you want certain things in life, it takes hard work. Thomas Edison said, ""We often miss opportunity because it's dressed in overalls and looks like work." While we don't typically wear overalls, it takes a lot of hard work in the office and at home to achieve the successes we seek.



## EXCELLENCE IN INNOVATION



### **Ravin Jesuthasan, Mercer**

Ravin Jesuthasan is the global leader of Mercer's Transformation Services business. He is a recognized global thought leader, futurist and author on the future of work and workforce transformation. Ravin has led numerous research projects for the World Economic Forum including many of its groundbreaking studies on the transformation of work and the global workforce. He is a regular presenter at the Forum's annual meeting in Davos and is a member of its Steering Committee on Work and Employment. Ravin was named to the Thinkers 50 Radar Class of 2020. He has also been recognized as one of the top 8 future of work influencers by Tech News and one of the top 100 HR influencers by HR Executive. He is the author of the books *Transformative HR* (Wiley, 2012), *Lead The Work: Navigating a World Beyond Employment* (Wiley 2015), *Reinventing Jobs: A 4-Step Approach to Applying Automation to Work* (HBR Press, 2018) and *Work Without Jobs: How to Reboot Your Organization's Work Operating System* (MIT Press, 2022). He is an advisor to the management teams and boards of some of the largest companies in the world.

#### **What has been the biggest factor in your success so far?**

My team. I have been blessed to have worked for 2 organizations, Towers Watson and Mercer, who have consistently afforded me the opportunity to express my intellectual curiosity and innovate with my colleagues and clients. Both organizations have supported me with the resources and space to innovate and have realized a significant return through consistent revenue growth from new intellectual property, the acquisition of new clients and a reputation for nurturing world class thought leadership.



# Thank you to our Sponsors

## HEADLINE SPONSOR



## PLATINUM SPONSORS



## GOLD SPONSORS



## SILVER SPONSOR



## BRONZE SPONSORS



## PHOTOWALL SPONSORS





HOSTED BY

# CONSULTING®

THE PEOPLE • THE PROFESSION • THE LIFESTYLE

Consulting® magazine is the flagship publication of the consulting profession featuring the latest information on consulting careers, thought leadership, and corporate strategies. In addition to providing industry insights, Consulting® hosts award dinners as part of our Recognition series – honoring Women Leaders in Consulting, The Top 25 Consultants, Global Leaders in Consulting, Rising Stars of the Profession and Consulting's Fastest Growing Firms.

Subscribers to the site can access stories from across ALM's national and regional publications, with the opportunity to view news by industry and service line. Each industry area and service line offers a rich selection of articles, curated by ALM's expert editorial team. In addition, Consultingmag.com features research and thought leadership from ALM Intelligence.

[www.consultingmag.com](http://www.consultingmag.com)

# ALM.

ALM events are the ideal destination for business leaders to connect with peers, industry experts, and technology providers. ALM events help professionals stay abreast of change and connected to those leading the change. View our upcoming events calendar and join us!

[www.alm.com/events](http://www.alm.com/events)



Hosted by

**CONSULTING**<sup>®</sup>  
THE PEOPLE • THE PROFESSION • THE LIFESTYLE

**ALM.**