

Thursday, April 21, 2022 The Blackstone, Chicago







Face the Future with Confidence[®]



Kristen Birkeland



Mark Boheim

CONGRATULATIONS TO PROTIVITI'S RISING STARS!

Congratulations to Consulting magazine's 2022 Rising Stars, including Protiviti's **Kristin Birkeland** and **Mark Boheim** and Ones to Watch honorees **Ryan Eichenlaub** and **Melissa Hodges**. We're appreciative of their outstanding efforts as they collaborate with their Protiviti colleagues around the world to offer innovative 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. It has been named every year to the Fortune 100 Best Companies for Work For[®] list since 2015. To learn more, please visit www.protiviti.com.







WELCOME

Welcome to the 2022 Rising Stars and Ones to Watch Awards

It is a pleasure to welcome you to *Consulting* magazine's eighth annual awards program honoring *The Rising Stars of the Profession* and *Rising Stars: Ones to Watch*.

The growth of any organization or profession is not only built upon veterans and seasoned leaders, but as importantly, it benefits and flourishes through those coming up through the ranks—up-and-coming young captains who bring vibrance, fresh vision and innovative methods by which the industry as a whole thrives and evolves.

This talent is foundational to the success of all organizations engaged in professional advisory services. Identifying and cultivating next-generation leaders is critical to profitability, longevity and the ability to build and retain a coveted reputation.

Consulting magazine is pleased to showcase the best young talent our profession has produced to date. We are thrilled to recognize 38 outstanding consultants under the age of 35. And, for the third year, reveal our *Rising Stars: Ones to Watch* – 26 high achievers whom we're recognizing in addition to our *Rising Stars.*

This segment of our profession is the future of consulting. No firm leader would consider it wise to minimize the critical elements of recruiting, identifying, developing and retaining the best and brightest of tomorrow, when measuring plans for growth and prosperity.

So as we gather to honor the accomplishments of these talented young professionals, let us also acknowledge the exceptional investment of energy and resources placed by these companies into their most valuable assets. We know that these honorees are here tonight because their firms placed confidence in them, their abilities and their vast potential.

It is an overwhelming thought to consider the potential advancements or innovations this next generation of consultants will bring to the world. They have turned disruption into an art and will continue to shake things up, to the benefit of the entire industry and each client they serve.

On behalf of *Consulting* magazine, let me be the first to congratulate our 2022 *Rising Stars, Rising Stars: Ones to Watch*, and the firms and leaders who boost them in all that they do.

Cheers! And let's continue the good work.



Michael A. Webb Content Director Consulting Magazine

Congratulations to Stefan Simonetti on his recognition for Excellence in Client Service.

Our people make us who we are. Driven to be the difference between a big idea and making it happen, we help our clients break through.

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EXCELLENCE IN CLIENT SERVICE – ONES TO WATCH



Colin Campbell Deloitte



Anna Littman-Quinn EY



Chelsea Rogers LMI



Stefan Simonetti Kearney



Yan Vinarskiy Treacy & Company

EXCELLENCE IN ENERGY INDUSTRY – ONES TO WATCH



Matthew Howard ScottMadden, Inc.

EXCELLENCE IN FINANCIAL CONSULTING – ONES TO WATCH



Sean Rosprim NTT DATA



Rachel Thompson Back Bay Life Science Advisors



Today, we celebrate Austin Hymes

Congratulations to PwC's Austin Hymes for being recognized as a Rising Star of the Profession "One to Watch" for Excellence in Financial Services Industry.

Granted by *Consulting Magazine*, it recognizes consultants who are having an impact in very profound ways.

TheNewEquation.com



EXCELLENCE IN FINANCIAL SERVICES INDUSTRY – ONES TO WATCH



EXCELLENCE IN HEALTHCARE INDUSTRY – ONES TO WATCH



Huron

EXCELLENCE IN HIGH TECH INDUSTRY – ONES TO WATCH



Ryan Eichenlaub Protiviti



EXCELLENCE IN HUMAN RESOURCES – ONES TO WATCH



Rebecca Del Secco Civility Partners

EXCELLENCE IN INFORMATION TECHNOLOGY – ONES TO WATCH



Cyril Sayada Sia Partners



Julie Thomson Slalom

EXCELLENCE IN LEADERSHIP – ONES TO WATCH



Melissa Hodges Protiviti



Thomas Tran Slalom



EXCELLENCE IN OPERATIONS MANAGEMENT – ONES TO WATCH



Jonathan Olsen Marsh Advisory

EXCELLENCE IN PUBLIC SECTOR INDUSTRY – ONES TO WATCH



Stacy George Avaap



Reed Anderson Crowe



Anna Lavis Guidehouse

EXCELLENCE IN RETAIL INDUSTRY – ONES TO WATCH



Charlotte Haynes Columbus Consulting International



EXCELLENCE IN STRATEGY CONSULTING – ONES TO WATCH



Lauren Nelson Armanino



Trish Drees CMG Consulting



Jacob Harvey FTI Consulting



Oliver Bishop Elixirr



Freddie Burstow Ipsos Strategy3

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Ernst & Young LLP (EY US) is pleased to recognize **Tatiana Callens, Eleonora Ferraro, Nuno Leal** and **Anna Littman-Quinn** as Consulting Magazine Rising Stars. There is no limit to what we can accomplish when we strive to build a better world together.

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EXCELLENCE IN CLIENT SERVICE – RISING STARS



Kristen Birkeland, Protiviti

Kristen Birkeland is a director with Protiviti's Business Performance Improvement practice, based in the firm's New York office. She has more than 13 years experience in providing audit and financial advisory consulting services to international companies, including IPO services, supporting public companies with implementation of various accounting standards and partnering with clients on Sarbanes-Oxley compliance.

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

Be open-minded and willing. Not all projects or clients will be equally exciting, but with a good attitude you can make anything fun and rewarding.



Andrea Levine, FTI Consulting

Andrea Levine, a Managing Director within the Technology segment of FTI Consulting is a qualified antitrust attorney and expert in merger and cartel investigations. She has overseen investigations for some of the largest mergers in the U.S. and specializes in interacting with regulators on clients' behalf. At FTI Technology, she has been instrumental in the creation, implementation and growth of novel solutions that help clients mitigate risk and improve response to high stakes matters. Andrea's leadership in tailoring solutions to specific needs, ability to drive collaboration across segments and excellent client service have contributed to continuing growth of the firm's antitrust compliance program offering and substantial contributions to a multi-million-dollar service line. In one engagement, the client expanded its work with Andrea's team from a U.S. focus to a broader roll-out. She looks to extend the solution to help clients also mitigate risks associated with other regulations.

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

I really enjoy learning about new industries. The solutions I deliver to clients require me to have a foundational, or in some cases in-depth, understanding of my clients' business and industry in addition to deep knowledge of the tools and workflows that can address their challenges. This keeps the job interesting, challenging and engaging. It's a way and motivation for me to be continually learning and improving on the services we provide our clients.

Huron congratulates Annie Lewandowski for being named a 2022 "Rising Star of the Profession" and Elissa First for being named "One to Watch" in the healthcare industry.



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EXCELLENCE IN CLIENT SERVICE – RISING STARS



Annie Lewandowski, Huron

Annie Lewandowski is a certified Workday HCM expert who helps higher education institutions and academic medical centers manage large transformation initiatives through cloud ERP solutions.

What do you consider your greatest personal or professional achievement?

My greatest professional achievement is leading and supporting my amazing clients – and teammates – in achieving success with their technical transformation goals. Through my work with client teams, I have gained varying viewpoints and perspectives that has allowed me to grow and excel throughout my career.



Xiao Liu, Treacy & Company

Xiao is a Principal in Treacy & Company's Boston office. Through his decade-long experience in strategy and management consulting, Xiao has produced revenue and margin growth results for Fortune 1000 companies across a broad range of industries, including technology, financial services, healthcare, business services, consumer goods, and industrials. Xiao has been at Treacy & Company since 2010 and advises clients on a variety of topics, most notably strategy, innovation, and commercialization. Much of his work is grounded in practicality. In fact, he often serves as an extension of clients' product, sales, marketing, and operations teams to drive innovations and accelerate market adoption of new products and services. Furthermore, he is an organizational problem solver who navigates through complex, matrix companies to deliver results.

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

In many ways, consulting is a strange industry where clients pay large amounts of money to an external vendor that often knows neither the industry nor the company as well as the client does. Yet, the consultant is expected to find answers to some of the most difficult business problems. Each project is difficult, as growth – which is the focus of Treacy & Company – is not formulaic and requires quite a bit of creativity.



EXCELLENCE IN CLIENT SERVICE – RISING STARS



Siddharth Maiti, Cognizant

Siddharth Maiti is a Senior Consultant with Cognizant and an established professional with comprehensive experience in business consulting and data management. He has played multiple roles across product life cycle such as - Product Owner, Product Manager and Lead Consultant. Specialized in data strategy, target optimization, target operating model, product development and data architecture. Led RFP representation, stakeholder consultation, market research, product development and solution design initiative for several key programs. Worked in domains such as Communications and Media, Banking and Capital Markets, Public Sector, Life Science and Healthcare Insurance; with clients across North America, UK, APAC and Australia. Has advanced knowledge of Agile process, Salesforce, Cloud data solutions, SQL and MS Office Suite. Has a strong academic background with an MBA focused on Financial Management Services.

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

I have always followed and echoed the following words from my manager – 'I should choose my battles wisely. This has helped me steer my focus on larger goals with strategic objectives rather than indulging in tactical solutions. I have used this advice time and again to keep myself motivated both personally and professionally. This has also helped me overcome any momentary setback. This approach very much aligns with my way of tackling business problems for clients and defining a pragmatic approach to arrive at the recommendation.





Congratulations Matt Wheeler & Sam Shinner

Kudos to Matt Wheeler and Sam Shinner on being named 2022 Rising Stars of the Profession by Consulting magazine.

We appreciate the expertise and impactful results you provide for our clients every day.



EXCELLENCE IN CLIENT SERVICE – RISING STARS



Ashley Rocha-Rinere, Kearney

Ashley Rocha-Rinere is a principal in L.E.K.'s San Francisco office, this honoree is dedicated to the firm's TMT practice and focused on growth strategy and M&A. His work covers a broad range of enterprise software, with deep experience in fintech, legal tech, and sales and marketing technology.

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

My advice to a consultant just starting out is to always have your own perspective on the problem you've been tasked with solving. Whether that's having an interpretation of the analysis you just completed and what it might mean for the client or having an opinion on the content for the next deck. Don't just calculate the numbers or build the slide and move onto the next task. Doing the critical thinking to develop your point of view and voice that point of view early in your career will build the muscle memory that sets you up for success as your progress.



Sam Shinner, L.E.K. Consulting

Sam Shinner is a Principal in L.E.K.'s San Francisco office, dedicated to the firm's TMT practice and focused on growth strategy and M&A. Sam has broad experience across the tech sector, completing engagements spanning a range of software and infrastructure markets. Sam's work covers a broad range of enterprise software, and he has extensive experience in fintech, legal tech, and sales and marketing technology. He is now helping to lead the expansion of L.E.K.'s EdTech practice. Sam excels at making insights digestible and impactful for clients while pioneering innovative approaches to complex problems. For example, he has been responsible for developing new analytical frameworks to assess the impact of artificial intelligence and automation on industries and for formulating strategies to avoid disruption and capitalize on change.

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

Don't try to be the best, try to improve the most. Pretty soon one leads to the other, but the focus on learning and humility will carry you further faster. And always remember that the relationships you're building with people along the way have far more long-term value than any specific piece of work.

AlixPartners proudly congratulates

SAUMYA TAYI on being named one of Consulting Magazine's Rising Stars of the Profession

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EXCELLENCE IN CLIENT SERVICE – RISING STARS



Morgan Squatriglia, NTT DATA

Morgan Squatriglia is a Senior Manager in the Workforce Readiness Consulting Practice at NTT DATA Services. She is an active leader and volunteer in her local Charlotte community and across North Carolina, promoting minority youth education, entrepreneurship, and domestic violence awareness. Named an NTT DATA Game Changer early in her career, Morgan has proven success in global culture transformation and behavioral reinforcement, organizational change management, and large-scale program development. She is experienced in process optimization, cross-functional marketing and communications, and strategic organizational design through execution. Morgan is passionate about growing and promoting talent while trailblazing the path for the upcoming generation of professionals.

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

The willingness to embrace necessary pain and discomfort is a direct reflection of the growth that we will achieve." Pain is unpleasant and natural for humans to avoid. Willfully enduring pain evolves us and increases the resilience and tenacity needed for continued strength. I relate this to gardening. I have beautiful hydrangeas which require seasonal pruning. While the flowers are gorgeous and vibrant, the longer the flowers remain on the plant, the more harm can ultimately be done to the plant. Therefore, while pruning may hurt in the short term, it's necessary for the long term. I've found this applicable in all aspects of my life, and the pain that I have willfully embraced has escalated me to new levels and molded me into the person I am today.



Saumya Tayi, AlixPartners

Saumya manages and leads some of the highest-profile commercial litigation disputes in the world, often involving billions of dollars. Saumya spent the first four years of her career at PwC, where she obtained her CPA license, after graduating from the Masters in Accounting and Plan II Honors programs at the University of Texas at Austin. Since joining AlixPartners in 2017, Saumya has consistently ranked at the top of her peer group and was promoted early to Senior Vice President in 2019.

What does being honored as a Rising Star mean to you

I'm very grateful to have been considered and nominated for this award by my firm. I work with very bright, hard-working individuals, and I'm humbled by the recognition.



EXCELLENCE IN COMMUNICATIONS INDUSTRY – RISING STARS



Mollie Williams Landry, Emergent Method

Mollie Landry is a talented management consultant with unique experience in virtually every facet of strategic communication. She functions at the intersection of design, development, and communication strategy to create impactful deliverables and maintain long-term client engagements. Mollie has developed and maintained web presences for some of the most historic programming in Louisiana, including disaster recovery programs, coastal restoration, and watershed-based floodplain management. These engagements include leading client meetings, developing content, designing website layouts, and front-end development. Mollie also manages the firm's creative team of designers and developers, providing project planning, direction, and execution.

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

The impactful work I am able to do through design and web development that serves a higher purpose. As designers, we are able to take complicated processes, ideas or concepts and make them into easily digestible content. Whether the final deliverable be a compelling graphic, 100+ page master plan or an engaging, easy-to-navigate website or interactive component, our work helps our users understand complexities, achieve their goals, and get the help they need.



EXCELLENCE IN ENERGY INDUSTRY – RISING STARS



Michelle Bebrin, Guidehouse

Michelle works with utilities and government agencies on innovation, business strategy, and program delivery related to renewable energy and distributed energy resources (DER). Michelle distinguishes herself as a catalyst for change and her innovative, pragmatic approach drives industry transformation through realistic strategies and practical approaches to client challenges. Michelle specializes in orchestrating cross-functional engagement across teams, organizations, and industries.

What does being honored as a Rising Star mean to you?

For me, this recognition, as a Rising Star in Consulting, is validation that I am making a difference. To me industry impact is my end game and my passion that keeps me showing up every day. While I can measure impact in the context of my current projects and internal metrics, it is challenging to measure overall career impact, so I am honored to have recognition from leaders of our industry. On a personal note, I expect a lot of myself. As a kid, my mom would say "always do your best," but that advice can sometimes be a double-edged sword to me where I ask myself, "am I doing my best? What more could I be doing?" By no means does this recognition mean I "made it," but it helps reassure me that my current best is putting me on the right track and that I am setting a meaningful example, including for my kids.



Manogna Darvemula, Cognizant

Manogna Darvemula is a Manager with Cognizant and proficient in the management and delivery of multiple, simultaneous medium to complex projects for large programs executed in India and Australia. Skilled in scoping business requirements with clients, eliciting and documenting functional and data requirements and writing user stories, working with onsite/offshore and client leadership teams and aligning project priorities and schedules, creating impactful slides/decks to provide synthesized analyses and insights, problem-solving, reviewing deliverables to make sure all the requirements are implemented and tested as per business expectations, and creating and implementing change management strategy.

What does being honored as a Rising Star mean to you?

Being recognized for my contribution gives me utmost satisfaction as I always strive to give my best and go the extra mile if required. It gives my work more credibility.



EXCELLENCE IN FINANCIAL CONSULTING – RISING STARS



Meredith Miller, MGT Consulting

Meredith Miller is a director with the Performance Solutions Group at MGT. Primarily focused on providing governmental cost-of-service studies for the past fourteen years, she has worked with agencies in sixteen states and British Columbia. Meredith has developed a broad background in local government consulting, with a primary focus on cost allocation development, cost of services and user fee rate development, SB 90 reimbursement, and management auditing of government operations for city, county, state, and special district government agencies. She has a bachelor's degree in finance from The University of Texas at Austin and currently lives in North Texas.

What is your proudest achievement to date?

My proudest achievement personally is my 3-year-old daughter who constantly keeps me on my toes. My proudest achievement professionally is the client relationships I have built over the last fourteen years and have been able to continue even while changing firms. We are in a numbers business most of the time, but it's the people and relationships that are impactful to me.



EXCELLENCE IN FINANCIAL SERVICES INDUSTRY – RISING STARS



Lindsay Furr, Berkeley Research Group

Lindsay Furr is an associate director in BRG's Financial Institution Advisory practice. Ms. Furr specializes in supporting financial services firms with risk and compliance issues, operational reviews, counterparty due diligence, and accounting advisory services. Ms. Furr focuses on compliance and oversight functions related to the originations and servicing of consumer products (mortgage, auto, credit cards, student loans, and deposits). She also helps clients with a wide range of accounting and auditing issues, including reviewing accounting policies against applicable guidance, setting up internal audit programs, and assessing Sarbanes-Oxley Act (SOX) compliance.

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

Instead of "drinking the Kool-Aid" presented to you, make your own Kool-Aid. In other words, take the status quo or normal way of doing things and make it better. I attempt to bring this way of thinking to every project or team I have been a part of and challenge myself to think of new strategies that provide more impactful services to clients or better solutions for the firm. For example, recently when we needed a listing of over five hundred documents provided by a client, I sought help from a resource who excels in coding to build a script that would pull document names out of a folder. Going forward, our team can use this script and free up time to provide more value to clients and more interesting learning opportunities for our associates.



EXCELLENCE IN FINANCIAL SERVICES INDUSTRY – RISING STARS



Tara Wensel, Deloitte

Tara is a Deloitte Risk & Financial Advisory Senior Manager in the Regulatory & Operations Risk function specializing in the Banking & Securities sector. During her nine years with the firm, she has worked with banks, fintechs, and other financial institutions executing projects related to new bank charters, operational optimization, governance models design and regulator exam readiness and response. Tara also works with clients that are preparing for a new product or business launch (e.g. digital asset launch). The scope of her work in this space includes assessing risk and regulatory considerations and requirements, designing target state capabilities, and setting up robust governance structures in line with regulatory expectations. Tara has an MBA from Columbia University in New York City.

What would you say has been the biggest factor in your success so far?

Being given a chance even when I didn't necessarily deserve one. When I was working for Deloitte in Chile, and spoke very poor Spanish, a few mentors gave me opportunities to work hard and prove myself.



Tatiana Callens, EY

Tatiana is a Senior Manager in EY's Wealth Management Strategy and Business Transformation practice based in New York. She has over nine years of experience in the Financial Services industry, working with major financial institutions in the US and South America focused on strategic planning, business & operational model definition and transformation solution delivery.

What have you loved most about your consulting career?

Consulting has a very particular magic to it because it is never stale. There isn't a one-size-fits-all solution, and every project means a new client to work with, a new team to learn from and a new problem to solve – all operating under an industry that continues to shift its rules, reposition its players and evolve its idiosyncrasy. Throughout the years, as one deepens consulting expertise on defined spaces, no single project, client, or team will ever be identical to the other, which keeps the learning curve steep and leaves no time to get bored.



EXCELLENCE IN HEALTHCARE INDUSTRY – RISING STARS



Matt McManus, FTI Consulting

Matt McManus is a Senior Director in FTI Consulting's Cybersecurity practice and is based in New York. Mr. McManus has more than 10 years of cybersecurity, consulting, and program management experience, maturing security programs at organizations with national and global footprints, building and conducting security assessments, and leading incident response and investigation teams. Mr. McManus has broad experience across multiple industries, with a focus in healthcare delivery and healthcare technology. At FTI Consulting, Mr. McManus leads teams to perform cybersecurity maturity assessments, implement strategic roadmaps, conduct regulatory compliance assessments, build internal audit and compliance programs, and carry out incident response and complex investigative activities. Prior to FTI Consulting, Mr. McManus served as a Senior Program Manager on the information security team at WeWork and as a project manager for Planned Parenthood's national information security program.

What would you say has been the biggest factor in your success so far?

Over the course of my career, I have worked with multiple clients in different environments, which has given me the opportunity to experience different situations and perspectives. From dealing with various patient safety escalations to differing cybersecurity challenges, I have been able to gain broad experience through having so many unique experiences within healthcare.



EXCELLENCE IN HIGH TECH INDUSTRY – RISING STARS



Julia Buffinton, LMI

Julia Buffinton is a Senior Data Science Consultant at LMI, a consultancy dedicated to powering a future-ready, highperforming government. In this role, she has delivered technical solutions to customers including the Department of Defense, NASA, and the Army. Julia joined LMI after completing a master's degree in information and data science at the University of California, Berkeley while working full-time at McAllister & Quinn, a DC-based consulting company that supports clients in higher education and health care to secure federal funding. She has a bachelor's degree in linguistics from Cornell University, with minors in cognitive science and computer science.

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

Now is the time to try different things – make sure to stretch yourself and explore projects and topics that may be outside of your comfort zone. The first step in building your own brand as a consultant is figuring out who you are and what you want to be known for, which sometimes takes a little experimentation. You never know what you'll stumble into that may become your next passion.



EXCELLENCE IN HIGH TECH INDUSTRY – RISING STARS



Arushi Bisen, Slalom

Arushi Bisen is a senior leader in the Data & Analytics practice at Slalom who is passionate about diversity and technology. She brings over 12 years of experience designing, building, managing, and deploying enterprise-class data and analytics platforms and custom technology solutions to help transform how organizations integrate people and modern technology to drive business outcomes. She has an exceptional ability to understand business processes, communicate with stakeholders, and approaches technical solutions with a mindset inclusive of people, process, and governance.

What is your proudest achievement to date?

It's hard to pick one achievement as at Slalom, we are constantly innovating and bringing creative, meaningful solutions not just to our clients but to our internal teams as well. But if I had to pick one, I'd say it is probably my contribution toward building a strong, motivated, and equitable Data & Analytics practice at Slalom. I am committed to building a diverse and inclusive practice and have used my position as a leader at Slalom to champion, encourage, and mentor women in their professional journeys.



Brenda Wang, Slalom

Brenda Wang is a Senior Principal within the Slalom Silicon Valley Salesforce practice. She's been working in the Salesforce ecosystem for about ten years. Brenda is known for her experience in the High-Tech industry, her ability to build lasting client relationships, and her commitment to lead and grow her team.

What do I enjoy most about my career in the consulting industry:

The opportunities to work with different clients and help them solve problems that are important to the success of their business through innovative solutions.



EXCELLENCE IN HUMAN RESOURCES – RISING STARS



Kim Marlette, ConnectedHR

Kim Marlette is a well-rounded HR Professional that has practical experience in HR management, administration, payroll, recruiting, compliance, performance management, employee relations and training and development Before joining ConnectedHR Kim led the human resource department at a manufacturer as their HR Director. She oversaw all HR aspects including full-cycle recruiting, training development and programs, maintenance of compensation structure, management training, employee benefits, compliance, and performance management. Kim has a Bachelor of Science in Education and Human Development from Bowling Green State University. Kim resides in Ohio with her husband and children. Kim brings a solid HR administrative and leadership role to her clients. She works hard to comprehend and learn her client's needs and to fully understand the team, culture and business so she can effectively deliver top-notch human resource leadership. Kim takes pride in working with company leaders to develop and execute company HR strategies that are on-target, efficient and effective.

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

I do not think I can answer this with just one reason. First and foremost, I value the flexibility to have a career and at the same time be a mom and a wife. I do not have to give up any of those important factors in my life. Secondly, I work the best at a fast-paced, busy speed. Working as a consultant allows me to have a change of pace daily and it keeps me on my toes.



EXCELLENCE IN INFORMATION TECHNOLOGY – RISING STARS



Brian Oakey, Avaap

Brian Oakey is a senior consultant for Avaap's Workday Student practice. He began his career in higher education serving as an admissions counselor and joined Avaap as a Workday consultant. Brian has experience deploying Workday for higher education institutions, including Workday Student. He is an integral part of Avaap's Workday consulting practice, developing tools to help better plan, capture, and track end-to-end activities throughout projects. He is known for his high level of customer support and willingness to go the extra mile.

What have you loved most about your consulting career?

Every day as a consultant is a little different and is not scripted. The variety means that there is no "normal" day. I love getting to tackle new problems and face new challenges each day. I also love to travel and being able to travel to client sites as a consultant and explore new destinations is an awesome perk!



Robin Stein, PwC

Robin is a partner in PwC's Products & Technology business, where she is responsible for driving technology innovation for PwC and our clients. During her more than 12 years at the firm, Robin has assisted organizations with the design, development, implementation and support of various technology initiatives. She has extensive experience with process automation and optimization, data management and analytics, workflow and document management solutions, OCR technologies and robotic process automation. Robin earned her B.S. in Accounting, summa cum laude, from Brooklyn College. She is a Certified Public Accountant in the state of New York and a member of the American Institute of Certified Public Accountants.

What do you consider your greatest personal or professional achievement?

Professionally, making partner at PwC at the age of 33 years old! Personally, I ran in the Miami Half-Marathon with Chai Lifeline and raised over \$55,000 to benefit children with cancer, disabilities and other serious medical conditions.



EXCELLENCE IN INFORMATION TECHNOLOGY – RISING STARS



Christina Powers, West Monroe

Christina leads the Cybersecurity Advisory for Private Equity (CAPE) program - which provides ongoing visibility into security practices and risks across a firm's portfolio and helps investors determine where they need to influence changes. She also conducts cybersecurity due diligence for potential acquisitions. Christina her career in Accenture's Technology Consulting Security practice, where she worked on implementing a global identity and access management solution for a global insurance company. She earned a bachelor's degree in Electrical Engineering from the University of Notre Dame and has attended management courses at the Yale School of Management. She enjoys spending time outdoors, hiking in the summer and skiing in the winter. Some of her favorite trips include hiking Angels Landing in Zion National Park and skiing Whistler Blackcomb outside of Vancouver.

What's the best advice-personal or professional-you've ever received?

Be thoughtful and intentional about how you spend your time. When committing to tasks, projects, and various asks, it's important to understand what is high-value as opposed to low value and not urgent, which can cause a lot of churn and distraction. This applies to both professional work and personal time. Spending time on high-value tasks creates a more rewarding environment and allows for more fulfillment and ultimately growth.



EXCELLENCE IN LEADERSHIP – RISING STARS



Eleonora Ferraro, EY

Eleonora has been in consulting for 11 years. Since 2017, she has seen significant and sustainable results for clients while acting as a leader and technical reference. She is responsible for the development, execution and implementation of projects in Value Chain Management, involving flow and process designs, organizational discussion, team training and tool requirements delivery. Eleonora reconciled work on projects with participation in some internal initiatives. With rigor and technical quality, aligning expectations, connecting different themes and people, and evaluating various risks, she has a unique ability to "make it happen." She is the mother to her daughter Aurora and is enthusiastic about Diversity, Equity & Inclusion. Eleonora received a degree in Industrial Engineering from USP São Carlos and is certified BSCM and CSCP by APICS, PMP by PMI and Supply Chain Analytics of MicroMasters Supply Chain Management by MITx. Eager to continue learning, she recently started an Executive MBA at IESE, where she will graduate in May 2023.

What have you loved most about your consulting career?

A career in consulting is an opportunity for constant learning because each project exposes you to new contexts with new challenges that demand new performances. This environment encourages you to develop personally and professionally. Working together with clients allows you to develop, implement and monitor solutions that, in turn, add value to the business world that makes it work better. I am proud to be a consultant because it allows for an amazing and dynamic career.

Congratulations to Dominique Harris on her recognition for Excellence in Leadership.

Our people are the difference. Empowering you to make change your way, we look beyond the expected so you can go there.

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EXCELLENCE IN LEADERSHIP – RISING STARS



Dominique Harris, Kearney

Dominique Harris is an Associate Partner in Kearney's Leadership, Change, and Organization Practice. Dominique has extensive consulting and cross-functional industry experience with clients in the retail, consumer goods, healthcare, government, and transportation sectors and is a passionate expert on a range of people-focused topics including operating model design, learning and development, DEI, culture, and change management. Dominique has led several complex multi-year business transformations for large operations and supply chain clients, and regularly publishes and speaks on people-related topics of change management, DEI, and learning as a vehicle for change. Dominique is based in Kearney's Chicago office. She holds a bachelor's degree in Economics and Secondary Education from Vanderbilt University and an MBA from Kellogg School of Management at Northwestern University.

What does being honored as a Rising Star mean to you?

Being honored as a Rising Star is affirmation of my dedication and resiliency over the years. I have worked hard to mold and shape my leadership style and I'm proud to have earned this recognition. Leading in an authentic way and building trusting relationships is at my core. I am grateful to stand on the shoulders of mentors and role models who have come before me and instilled this passion for leadership excellence. I look forward to continuing to make an impact by leading my teams and clients while building my legacy as a values-based leader.

A well-deserved spotlight for a job well done.

KPMG is proud to shine a spotlight on our own **Preeti Bangali, Armin Gelashvili,** and all of the Consulting Magazine 2022 Rising Stars and congratulate them on their contributions to the consulting profession.

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EXCELLENCE IN LEADERSHIP – RISING STARS



Preeti Bangali, KPMG

Preeti Bangali is a Director in KPMG's Finance Transformation practice specializing in Digital Finance Transformations. She has experience across several industries including Oil and Gas, Food and Consumer Products and Industrial Manufacturing and serves as subject matter advisor for Robotic Process Automation projects. Preeti has assisted large companies with business process design and optimization along with technology strategy and implementations, which included successfully delivering automation process assessment for over 60 Upstream Land to Finance business processes for a Fortune 50 company.

What does being honored as a Rising Star mean to you?

This award validates the hard work I've put into my career so far. I often find it hard to celebrate my successes because there is always another puzzle to solve and someone to help. But, ten years into my career, all the hard work and sacrifices have been worth it. And the fact that I've was nominated was very humbling and an absolute honor!



EXCELLENCE IN LEADERSHIP – RISING STARS



Chrissy Cocrane, LMI

Chrissy leads a diverse practice of 700 policy analysts, project and program managers, strategists, financial experts, science and technology professionals, and change management consultants. Her cadre supports a broad federal mission space spanning healthcare, defense and national security, and citizen services. Chrissy started out as an analyst, supporting the Department of Defense, and after taking an interest in project management, built her career leading contracts supporting the USDA and the Centers for Medicare. Throughout her career, Chrissy, a self-proclaimed generalist, took interest in the art of business, and focused on roles that allowed her to better understand the levers to pull to successfully meet organizational goals. She stepped into her role as Vice President over LMI's management consulting services in November 2020. Her current role includes managing LMI's management consulting services, and also providing corporate guidance as part of LMI's Senior Leadership Team.

What have you loved most about your consulting career?

The people I've met along the way. Having supported various clients, across federal government, I learned something from each and every one of them and it has helped me develop my leadership style. Similarly, every single person I've worked with at LMI has left a positive impact on me. It's the people that make this work special and fun.

RSM celebrates the power of great people. Congratulations Carolyn Southern.

It gives us tremendous pleasure to recognize the achievements of **Carolyn Southern**. Congratulations for being honored as a Consulting Rising Star.

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EXCELLENCE IN LEADERSHIP – RISING STARS



Carolyn Southern, RSM

Carolyn is a manager in RSM's NetSuite practice. With extensive knowledge spanning multiple sectors, Carolyn has implemented enterprise resource planning (ERP) solutions for a range of industries, concentrating on consumer products and professional services. Since joining RSM in 2018, Carolyn has worked with clients operating in over 50 countries and specializes in working with multinational entities leveraging NetSuite for corporate and statutory accounting. Reinforced by a strong background in full-cycle accounting, Carolyn excels in identifying creative solutions to complex business challenges.

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

Challenge yourself to seek out difficult projects or learn about topics that others may dismiss as being too complicated. This is a fantastic way to distinguish yourself from your peers and become indispensable to your organization while ensuring continued personal and professional growth. My decision to focus on more challenging elements of NetSuite like revenue recognition, lease accounting and tax resulted in opportunities that were critical in building my brand within and outside RSM.

EXCELLENCE IN MANUFACTURING INDUSTRY – RISING STARS



Mark Boheim, Protiviti

Mark Boheim is a director with Protiviti's Business Performance Improvement practice and the manufacturing and distribution industry lead for the firm's St. Louis office. With more than 12 years of experience, he specializes in helping manufacturing companies navigate regulatory, infrastructure and reporting challenges. He also provides his clients with technical accounting, financial reporting and internal audit support based upon their specific needs. Mark currently sits on the board of the St. Louis Psychoanalytic Institute. He is a CPA and holds a master's degree in accounting from Saint Louis University.

What's the best advice-personal or professional-you've ever received?

Your career is what you make of it. I was told early in my career that the only person ultimately responsible for my career is me. It's important to put yourself in the driver's seat to explore and make the most of the opportunities in front of you.

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EXCELLENCE IN OPERATIONS MANAGEMENT – RISING STARS



Kelsey Braak, West Monroe

Organization is critical, and Kelsey's driven facilitation style and thoughtful attention to detail enable her to effectively coordinate complex initiatives across business and technology teams. She's at her best when leading clients through complex transformations, including productivity and process improvement initiatives. Kelsey joined West Monroe from Accenture, where she supported various Fortune 500 companies with process optimization and contact center operations. She has a bachelor's degree in mathematics and business management from Gustavus Adolphus College in St. Peter, Minn. She is a novice cook who is always interested in finding new recipes to try and new cooking techniques to use. Kelsey is also a leader of West Monroe's Inclusion and Diversity program, and she helped lead the integration of West Monroe's Minneapolis office and GoKart Labs, acquired in 2019.

What's the best advice-personal or professional-you've ever received?

When you're in the middle of a really tough project, don't quit. Get through it, give yourself space on the other side, and then decide if this is the correct path for yourself. We all know consulting is demanding, and there have been a few tough projects that have pushed me to my limits. Had I quit in the middle, I would not have developed the tenacity or learned some of the most impactful lessons of my career. And most importantly, I wouldn't be where I am today—having helped so many others along the way. I am a better leader because of those difficult projects. It is when we are uncomfortable that we are being challenged and have the potential to grow.



EXCELLENCE IN OPERATIONS MANAGEMENT – RISING STARS



Andrew Woodard, Marsh Advisory

Andrew Woodard is a Workforce Strategies Practice consultant based in the Atlanta office. He is responsible for delivering health and safety-related loss control services to national clients across various industries, including retail, food and beverage, distribution, manufacturing, and aviation. Prior to joining Marsh in 2016 as a health and safety consultant, he was employed in the manufacturing industry as an environmental health and safety manager for a large power-management systems company. Andrew has led and managed projects aimed at Worker's Compensation and General Liability claims reduction. Additionally, he assists clients with state and national OSHA compliance and has engaged client leadership in the development of safety management systems. Beyond supporting clients in a tactical role, Andrew has developed corporate safety policies and written safety manuals for clients in a variety of industries, which exceeded OSHA compliance by incorporating safety best practices. He has a BS in occupational hygiene and safety and a BS in environmental health science, both from Ohio University.

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

Without a doubt, I love that I get to help make companies and their employees safer every day. Safe companies have happier and healthier employees, who can have more rich and fulfilling lives. Safe companies spend fewer dollars on claims, and that money can be reinvested in people and processes, which ultimately lead to more growth! Safer companies mean fewer people have their lives interrupted or irreversibly altered by unexpected injuries, and fewer families have to struggle with undesired life adjustments and the pain of loss. In my career, I have been able to positively impact dozens of companies, their employees, and (by extension) their families. That is the reason I willingly wake up at 4:30 am to catch flights multiple times per month, and the reason why I am happy to walk into my home at midnight after a long day of travel. I love helping people, and my career as a safety consultant allows me to help more people on a daily basis than I ever expected.



EXCELLENCE IN PUBLIC SECTOR INDUSTRY – RISING STARS



Amiran Gelashvili, KPMG

Amiran Gelashvili is a director in the Healthcare and Government practice at KPMG focused on business transformation and technology-driven solutions in the Healthcare and Government industry. Prior to KPMG, he worked at the United Nations under the Permanent Mission of Georgia, where he discovered his passion for public policy. Amiran has found that working in the government space allows him to combine his passion with work. Amiran currently lives in New York City and has an M.A. from Columbia University and B.A. from Park University. He serves on the KPMG PRIDE (LGBTQ+ network) national committee and helps champion diversity and inclusion across the firm. He was on the board of trustees of The People to People International. During his free time plays basketball, volleyball and runs.

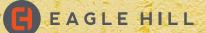
What have you loved most about your consulting career?

I love helping our clients modernize. Responding to new regulatory mandates and technological advancements is exciting. I enjoy providing services and solutions that modernize service delivery models, harness data and analytics, and improve program outcomes for our clients. In addition, I enjoy seeing firsthand how often a decision from the Supreme Court or a regulatory change from Congress translates into a programmatic, technological, or operational change for our clients.

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EXCELLENCE IN PUBLIC SECTOR INDUSTRY – RISING STARS



Lisa Gryncewicz, Eagle Hill Consulting

Lisa Gryncewicz is a Director at Eagle Hill with more than 14 years of experience in the areas of project management, change management, human capital, workforce planning, and process improvement. Lisa, who joined Eagle Hill in 2015 and was named to the firm's leadership team in 2021, has taken on lead business development roles at the agency where she focuses, elevating Eagle Hill to be among the organization's largest consulting providers with revenue of over \$20M, ahead of much larger competing firms. Internally at Eagle Hill, Lisa's strategic direction has led to the firm's current talent review model, which originated in her portfolio. She sponsors a brown bag lunch series and onboarding sessions, contributing to an average engagement score of 96% among her team of 40+ consultants. Lisa leverages a B.S. in Finance and Management from Virginia Tech and prior experience from Grant Thornton and Deloitte to deliver unconventional service to Eagle Hill's clients and people.

What do you consider your greatest personal or professional achievement?

My greatest professional achievement has been becoming a part of the leadership team within my current firm, Eagle Hill. To have a seat at the table where we set the firm's strategy and build our organization's culture has been rewarding and a huge milestone in my career.



EXCELLENCE IN PUBLIC SECTOR INDUSTRY – RISING STARS



Ian Hennigan, Emergent Method

Ian Hennigan is a project management professional with over 6 years of experience in large-scale disaster recovery and IT engagements, as well as application development. He is a seasoned manager in overseeing teams responsible for case management, Agile project implementation, quality assurance and quality control, PMO support, and technical process development and implementation. As a Manager, Ian specializes in disaster recovery efforts, overseeing production and processing, QA/QC, and policy and process implementation.

Before joining Emergent Method in 2020, lan served as a senior consultant at Postlethwaite & Netterville, where he led the quality team for a state agency's first Agile implementation and designed and managed the project's quality reporting suite. Additionally, he created and delivered weekly training for project staff members on topics including business analysis, Scrum fundamentals, QA test case design and execution, and Jira project administration. Ian also has experience as an eligibility manager, managing the quality control team and developing operating procedures based off of federal and state regulations.

What does being honored as a Rising Star mean to you?

It's an honor to be recognized amongst the group of previous and current awardees who embody passion and dedication to the profession. This recognition represents an acknowledgment to those mentors and peers who have supported me along my journey in the profession. It also provides encouragement to the young leaders I work with that the values and purpose we strive to embody as a team are recognized within the industry.



EXCELLENCE IN RETAIL INDUSTRY – RISING STARS



Warren Wills, North Highland

Warren Wills is a business strategy professional with over a decade of experience providing business, operational and workforce strategy expertise for leading Fortune 500 companies. He combines deep industry knowledge with experience leading transformational initiatives that drive profit improvement, operational efficiency and business growth.

What's the best advice-personal or professional-you've ever received?

The best advice I've been given is to trust your gifts. There's a Proverb that I live by that states, "your gifts make room for you". We all have inherent talents and gifts that make us uniquely who we are, and if we invest time and effort to practice and hone our God-given gifts, there will be room for us to succeed. It's easy to look at what others do well and try to obtain the same style or level of knowledge as someone else, but if we focus on what we inherently do well and grow that skill or gift, there is a demand for your unique supply.



EXCELLENCE IN STRATEGY CONSULTING – RISING STARS



Graham Dickson, Guidehouse

Graham Dickson is a director at Guidehouse and leads the firm's Business Strategy and Transformation team within the Energy, Sustainability and Infrastructure segment. To date, Graham has developed and executed strategies impacting 50+ million utility customers in 10 countries, spanning North America, Europe, and Australasia. Specifically, he has designed customer transformation strategies to help utilities transform their traditional "energy efficiency", "demand-side management" and "meter-to-cash" businesses. Prior to starting his consulting career, Graham has worked in a range of utility roles across generation, distribution and retail, including within Policy and Public Affairs, Customer Transformation, and latterly as a direct report to a utility CEO, helping to co-ordinate pan-European activities>

What does being honored as a Rising Star mean to you?

I feel really proud, particularly given the last 18 months. The last 18 months have been a test of character for everyone. When the pandemic hit, I had to relocate to the UK as my visa for the US was processed. US embassies around the world closed, and over the last 500 days, I have been working US hours from the UK. In practical terms, this means starting my day at around 1 p.m. local time, and working until 3, 4 or 5 a.m. each and every night. I can't remember my last Friday night, but I can remember seeing the sun rise multiple times in the last couple of months. I don't write this for sympathy, but simply to provide context to what I have done under some of the most challenging of circumstances. I take great pride in knowing that this award recognizes my unwavering commitment to and impact on my clients despite some of the most difficult of circumstances.



EXCELLENCE IN STRATEGY CONSULTING – RISING STARS



Rory Farquharson, Elixirr

Having joined Elixirr as a Consultant in 2015, early in the firm's growth story, Rory has evolved to become one of our global leaders. He has lived and worked in 4 major cities, starting out in Johannesburg, before moving to San Francisco to help open our US practice; then, as the West Coast business scaled, to New York to do the same. Five years on, and with Rory's leadership, it is now 50x the size than when he first moved to the US. During his time at the firm, Rory has worked on a range of projects across a global client base. This has included work on product development, customer strategy and operational improvements. His clients have been in leisure δ retail, financial services and consumer goods across the UK, the US, Europe and South Africa. Most recently he has been working with a number of large US logistics companies looking to transform their IT functions and services. Prior to joining Elixirr, Rory worked for Deloitte where he gained his CPA.

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

Simply to find the firm that is right for you. The beginning of your career can vary a lot based on this decision – so spend the time looking at the culture, the ways of working, the approach. Consider how you want to learn, how fast you want to grow and how much you truly want to be out of your comfort zone. Do you want a longer structured training program or do you learn better 'on the job'? How much do you like working in a clearly defined role vs dealing with ambiguity? There is no one-size-fits-all answer, but knowing which environment you'll best thrive in will help you get the most early on in the industry.



EXCELLENCE IN STRATEGY CONSULTING – RISING STARS



Nuno Leal, EY

Nuno is a senior manager within EY's New York consulting practice and has more than nine years' experience. He specializes in advising clients – from start-ups to major corporations – on enterprise strategy, marketing and sales effectiveness, and customer experience. Nuno epitomizes the versatility, dynamism, and commitment to quality necessary to be a highly successful and effective management consultant. His stellar reputation among clients and colleagues sees him working across multiple continents, delivering high-value projects in the telecoms, media, and technology industries, among others. Nuno is a deep thinker whose innovative ideas are helping transform how EY delivers for clients.

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

As you begin your career, be interested in learning. It's imperative to learn how to take effective notes, draft a strong slide and be proficient with data. In my opinion, the strongest consultant is the one who is strong in many areas – not just the best at one thing.



Mansha Monga, Spaulding Ridge

Mansha Monga has 10+ years of experience in the SaaS world and is a respected leader in contract lifecycle management (CLM) space, with significant experience in areas of contract effectiveness and transformation.

Joining Spaulding Ridge in 2018, Mansha began as a Senior Associate supporting clients implementing various DocuSign technologies. She quickly grew into a leadership role driving delivery excellence, team enablement, and go-to-market efforts. Today, Mansha is a Partner with the DocuSign Practice at Spaulding Ridge. Mansha is also passionate about hiring and retaining female talent across all levels within the company and is actively involved in Women Elevate (WE) initiatives at Spaulding Ridge.

What is your proudest achievement to date?

Over the last 4 years at Spaulding Ridge, I've helped build the Agreement Cloud practice from the ground up – going from one to 70+ consultants globally in a short span of time. The practice is also the largest in the ecosystem, delivering quality contract transformation solutions for our clients. The incredible growth our practice has seen coupled with the immense value our clients have gotten is certainly something I'm very proud of.

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EXCELLENCE IN STRATEGY CONSULTING – RISING STARS



Brooke Seffren, First Quadrant Advisory

After receiving her MPH from Columbia University, Brooke Seffren started her career at HCSC working with their internal consulting group. She engaged on various strategy and process improvement engagements across all lines of business on behalf of the executive leadership team. During her time at FQA, Brooke has helped lead various Digital Health engagements and industry studies. Brooke lives in Northern California with her husband and rescue dog, Flo, and enjoys skiing any time she can at Heavenly, winery hopping in Napa, trying any and all food, and watching/talking about movies.

What does being honored as a Rising Star mean to you?

It is a testament to the leaders in my life and what an enormous impact they have had on me in the first few years of my career. It is empowering to be recognized via this award amongst other rising stars that are beyond impressive.



Matt Wheeler, L.E.K. Consulting

Matt Wheeler is a Managing Director and Partner in L.E.K. Consulting's Boston office and a leader in the Pharmaceutical Services practice. Matt joined L.E.K. in 2010 and advises clients on a range of topics, including corporate and businessunit growth strategy, platform and portfolio development, new market prioritization and entry, and strategic mergers and acquisitions. Within the pharmaceutical services space, Matt has particular expertise and deep experience across clinical services, eClinical tools and commercial services.

Matt holds an MBA with distinction from the Tuck School of Business at Dartmouth College, where he was elected an Edward Tuck Scholar, and a B.A. in economics from Boston College.

What does being honored as a Rising Star mean to you?

In my job, I'm always very focused on looking ahead – thinking about how we can help our clients with the next big thing, thinking about how we can grow our practice and our team, thinking about how we can continue to scale and enhance L.E.K. A byproduct of that "looking ahead" is that you don't often take time to reflect on the journey to date and the changes you've been able to reflect.



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