Access to Experts

Erica Desrosiers, Ph.D. , Senior Director, Global Talent Management , Walmart

Dr. Desrosiers joined Walmart in January 2013 as Senior Director, Global Talent Management. Before joining Walmart, Dr. Desrosiers was Senior Director, Global Talent Development at PepsiCo, where her responsibilities included executive talent development, high potential assessment and development, executive coaching, personality assessment and 360 feedback. In prior roles at PepsiCo, Dr. Desrosiers had responsibility for the global employee survey and performance management processes. Prior to joining PepsiCo in 2004, Dr. Desrosiers led the Organization Development function for an insurance software company in Chicago, and spent several years working as an external consultant for Saville and Holdsworth Ltd. (SHL) designing competency models, selection systems, assessment and development centers, and conducting individual executive assessments. Dr. Desrosiers received her Master's and Ph.D. in Industrial and Organizational Psychology from Purdue University. She is a member of the Society for Industrial and Organizational Psychology and has published and presented in the areas of competency modeling, leadership development, performance management, 360 feedback, and executive coaching. Dr. Desrosiers has served on the executive committee of the Conference Board Council on Executive Coaching and is former Chair of the Mayflower Group, a premier consortium of organizations dedicated to best practices in employee survey data and research. Dr. Desrosiers lives in Rogers, AR with her husband and their 3 children.

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