



## Access to Experts



**Dawn L. Baker** , High Potential Program Director, Human Capital Planning and Development , Dow Chemical

Dawn Baker manages Dow's High Potential leadership development programs as part of the Human Capital Planning & Development (HCPD) team. Dow is a diversified chemical company that combines the power of science and technology with the Human Element to constantly improve what is essential to human progress.

Dawn joined the HCPD organization in 2010. Her focus is on preparing Dow's High Potential talent for leadership challenges of the future, contributing to optimal individual and organizational effectiveness, and building succession capabilities. This is accomplished through targeted selection, talent reviews, tailored development and deployment of High Potential talent across the company.

Dawn also manages the HH Dow Academy leadership development portfolio, as well as external executive education and advanced study opportunities. In 2000 Dawn joined Dow in Midland, Michigan, and has contributed to the company's people and organizational goals in Employee Benefits, Human Resources Development & Training, Workforce Planning based in Switzerland and Site HR Support based in Texas.

In 2007 Dawn joined the Basic Plastics commercial team, leading the North America Customer Service organization responsible for improvement initiatives and organizational design, adding responsibility for the Chemicals portfolio in 2008. Dawn later joined Business Services as Change Management Manager for Supply Chain and for the Business Process Services Center (BPSC), responsible for communications, change leadership and transition strategies as part of the start up of the business model.

Dawn is a certified Global Professional in Human Resources (GPHR) and earned a Bachelor of Arts in Social Work and Masters Degree in Human Resources & Labor Relations, both from Michigan State University.

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