



**Tommy W. Vines, SPHR**  
Vice President, Human Resources  
IBM Asia Pacific

Tommy (Tom) Vines is the Vice President of Human Resources, IBM Asia Pacific. In this role he is responsible for leading the development and implementation of HR policies and practices that touch more than 110,000 employees in 12 countries. Tom was appointed to this role in March 2006.

Previously Tom held the role of Vice President of Human Resources, Sales & Distribution, Global Industries, where he was responsible for human resources strategies for IBM's sales and sales support workforce. Tom has also held the role of Talent Director where he led talent identification, attraction, integration, and development efforts involving over 70,000 sellers. Tom has worked in numerous other HR leadership positions in IBM where he was responsible for staffing, employee relations, compensation, diversity, benefits, total quality management, learning, management development, community relations and site services. From 1993 to 1999 Tom was Vice President, Human Resources, CIGNA. Tom was responsible for directing and developing Human Resource programs for CIGNA's Technology Division. His leadership was instrumental in landing CIGNA as one of the best places to work for Information Technologists according to Computerworld Magazine.

Tom took a leave of absence from the corporate world and founded the National Association of African Americans in Human Resources (NAAAHR). From 1999 to 2000 Tom served as the first President of NAAAHR. NAAAHR is a non-profit organization formed to serve as a network, resource and forum to promote African American representation in the human resources profession and industry. NAAAHR currently has 1000 members in 12 chapters across the country.

Tom has been featured in Computerworld, PC Weekly, and Information Week. He has also presented at numerous conferences sponsored by various Human Resources and Information Technology professional organizations. Tom is also a member of The Conference Board Asia Pacific Human Resources Council.

He has also served on the board of the American Red Cross, Junior Achievement, Family Services of Philadelphia, and Society for Human Resources' College Relations Committee, and Chairman of the Employer Advisory Board at Drexel University's College of Business. He is an active member of The Conference Board's Asia Pacific Human Resources Council. HR Magazine in 1999 named him one of the top 20 HR Hotshots in the United States.

Tom has an undergraduate in Business Administration from the Virginia Commonwealth University. Tom was on the Dean's List and the Graduate Scholars List at American University where he completed his Master's in Human Resources.

He resides in Shanghai, China.