



## Demetrios Georgracopoulos

Chief Human Resources Officer  
Rockwell Automation

Demetrios is a true global HR leader with two international assignments – Shanghai, China and Dubai, UAE. In addition to his HR leadership roles, he has also demonstrated versatility and has business unit P/L experience where he served as a General Manager for an assignment. With a leadership style that focuses on collaboration, he fosters a climate of trust, inspiration, and ownership within his teams and has demonstrated success in establishing and delivering people strategies to support growth, drive continuous improvement and deliver better organizational performance through people.

Currently, Demetrios is the CHRO for Rockwell Automation – the worlds largest pure play industrial automation company with sales of over \$9B and 28,000 employees globally. In this role, he is leading the HR function worldwide and is responsible for ensuring that the talent strategy aligns with and fuels the business strategy, facilitates the prioritization of work across the HR team, and drives operational excellence to deliver a people and culture strategy as a key differentiator for Rockwell Automation. The adoption and scaling of AI has been a central theme to his time at Rockwell. Over the last almost 3 years, he has transformed the HR delivery model in service of setting the foundation for the adoption and scaling of AI within HR, has worked to develop an enterprise wide AI strategy centered on employee enablement, and has focused on leveraging culture as a key catalyst to the adoption of AI.

Prior, Demetrios served as the CHRO for NetJets – the world’s largest private aviation company with sales of over \$7B and 8,000 employees globally. In this role, he led the transformation of talent acquisition which allowed a twofold increase in pilot hiring capability as well as creating a new foundation for leadership development by launching Management & Leadership Essentials. He brought significant improvements in the

sophistication of HR analytics which resulted in his ability to create success profiles of pilot talent based on HR data.

Prior, Demetrios led the HR function for Emerson's Automation Solutions platform – an \$11B business that focuses on developing automation solutions with over 55,000 employees worldwide. In this role, Demetrios has led key initiatives around Talent Development, Talent Acquisition, and Diversity, Equity & Inclusion. In Talent Development, he created a strategy to create a structured framework around leadership development that resulted in a new global accelerated leadership development program while consolidating 25 business and world area programs. Additionally, he won the support of Emerson's C-Suite to redesign Emerson's flagship Leadership Development Program for the first time in 20 years so that it could serve as a catalyst to drive the cultural transformation needed to be agile and relevant beyond 2022. He led the creation of Emerson's first centralized talent acquisition organization in North America supporting over \$5B of business and 8,000 salaried employees and reduced cost per hire by 45% while improving speed and candidate experience resulting in 60% of hires as diverse. Lastly, he engaged in the creation of Emerson's first DE&I strategy where he created a foundational framework to establish a long-term DE&I strategy.

Prior, Demetrios led the HR function for India, Middle East & Africa where he reduced HR shared services costs by 25% while maintaining HR service levels in a high employee growth environment. During his time in the Middle East, he also co-led the HR due diligence and integration of a \$3.15B acquisition where the focus centered around organizational design and cultural integration. He also oversaw the expansion into Saudi Arabia where he drove a talent agenda needed to expand the level of Saudi nationals in the workforce by over 1,000 basis points and differentiated Emerson from their competitors with the appointment of women into several key leadership roles.

Demetrios also has a deep history in labor relations where he created a positive relationships with union leadership through close contact and strong communications. Over his career, he has had responsibility for 6 unionized facilities and successfully negotiated the closure of 3 of those unionized sites without a work stoppage. His labor experience also includes union engagement in Mexico and India as well as European

Works Councils in Spain, Italy, Germany and France.

Demetrios received his Master's in Human Resources & Industrial Relations and his Bachelor's degree in Psychology, both from The University of Illinois at Urbana-Champaign.