



Shelly Hill

Vice President & Chief Human Resources Officer
Clyde Companies

Michelle Hill is the Vice-President and Chief Human Resource Officer at Clyde Companies, a construction and materials business with more than 6,100 employees across eight subsidiaries operating throughout the western United States.

Michelle came to HR through an unconventional path. After earning a degree in Sociology from Brigham Young University, she spent 15 years at Willis Towers Watson consulting with large employers across the country on benefit strategy and design.

She joined Clyde Companies four years ago to lead benefits and retirement programs, where she developed the companies first Total Rewards philosophy and strategy. She was promoted to CHRO in 2024.

In the CHRO seat, Michelle has been focused on building the infrastructure of a modern HR function across a complex organization. That work includes rethinking the HR business model to better serve a diverse portfolio of businesses, establishing a formal centralized compensation function with enterprise-wide benchmarking, standardizing job titles, and building out a career level framework. She has also led the design and in-house development of a talent management technology suite covering succession planning, talent reviews, employee development, merit cycle planning and established a core leadership competency model as the foundation for leadership development across the enterprise.

Michelle holds her SPHR certification and is an active voice in the HR community. She serves on the board of Utah HR Executives, The Utah State Workforce Committee, and the Regence Advisory Board.