

## Access to Experts



**Carmen Panzar**

Sr. Director, Talent Management & Organizational Effectiveness  
Broadridge

Carmen joined Broadridge as the Senior Director of Talent Management and Organization Effectiveness in January 2009. In this role, she was responsible for creating an integrated talent management suite of processes to support the business strategic growth, including Performance Management linked to rewards, Leadership Development, Succession Planning, HIPO Development. Following the 2007 spun-off from ADP, Broadridge positioned itself as the leading technology organization processing securities transactions for the major players in the financial industry globally. Broadridge understands that its success is based on a robust organization culture to engage its 6200+ associates worldwide. As part of her role Carmen led the effort to develop Broadridge Leadership Competencies as the foundation for a consistent culture and an integrator for the talent processes. Carmen is also responsible for associate engagement surveys monitoring the organization culture and talent practices, and she supports business leaders to implement organizational development initiatives to foster associate engagement. Currently Carmen is leading the effort of migrating the talent processes to Workday – as a platform allowing associates and leaders to manage their growth and talent.

Prior to Broadridge Carmen held various senior global Learning & Development, Leadership Development and Talent Management roles with Citigroup for 9.5 years and was instrumental in the Executive Development of top 1% global leaders as an executive coach. Earlier to 1999 Carmen was an Organizational Effectiveness Manager with Chase Credit Card business responsible for Performance Management, 360 process and coaching, and Learning & Development.

In the early 1990's Carmen was the Executive Director of the British-Romanian Management Foundation where she led Organization and Management Development projects in East European industrial companies.

Carmen received a doctorate degree in Human Resource Development from George Washington University, a masters degree in Organizational Development from University of Hertfordshire in UK, and an electrical engineering degree from Bucharest Polytechnic in Romania.

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