

Access to Experts



Shawn Zimmerman

Vice President, Global Talent and Organization Capability

The Hershey Company

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Shawn Zimmerman is Vice President, Global Talent & Organization Capability, for The Hershey Company. In this role, Zimmerman leads Hershey's Talent Planning, Talent Acquisition, Diversity, Inclusion and Engagement, Learning and Organizational Development and Performance Management. He is responsible for the creation of an integrated *Win With Talent – Plan Attract Grow* talent strategy that differentiates Hershey from its competitors through strategic talent planning, attracting, retaining and developing the talent necessary for future global growth. He and his team develop enterprise wide talent management programming designed to enable execution of the company strategy. They deliver innovative HR solutions with strong partnership to the HR function and business in assessing and building organization capabilities needed to win in the markets where Hershey does business. Zimmerman serves as a member of the HR Leadership Team and he also serves on the Enterprise Risk Management Committee.

Zimmerman joined Hershey in July 2010 as the Vice President, Global Human Resources, focused on providing HR business partner support to Hershey International, as well as our corporate functions and Employee Relations. Prior to Hershey he worked for Bristol-Myers Squibb Company, where he was Executive Director, Human Resources, Canada, Japan and Intercontinental Markets. During his time at Bristol-Myers Squibb, Zimmerman led the organizational redesign and change management of the Intercontinental Region, partnered in the creation of a new enterprise-wide BioPharma Talent Strategy, and was the Americas regional HR lead in the split-off of the Mead Johnson Nutritionals business. Prior to that, Zimmerman held roles of increasing leadership and responsibility at James River, AlliedSignal and Citibank.

Zimmerman is a council member for The Conference Board Executive Talent and Organization Development Council and is a member of the Society of Human Resources Management (SHRM) and World @ Work (Professional Association for Compensation, Benefits and Total Rewards). He is also a youth football coach for Manheim Township, Pa. and is on the Board of Directors for the American Cancer Society - Hope Lodge in Hershey.

Zimmerman holds a bachelor's degree in political science and a master's degree in public administration from Bowling Green State University.

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