



FREDERICKSON PARTNERS NEWSLETTER - NEWS YOU CAN USE

August

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LETTER FROM VALERIE

Valerie Frederickson
Founder & CEO

Covid-19 and Mental Health

One silver lining in this extended Covid-19 season is that leaders are finally speaking about mental health. Back in the spring when Covid shutdowns started, the people I spoke with most—CEOs, CPOs and CHROs—would say, “are you staying safe?” or “stay safe.” Now the same group is asking me if I’m staying *safe and sane*. Meaning: “How crazy are you going while staying locked away and safe?”

Covid anxiety, depression, loneliness—all are symptoms that many of us are experiencing now. Social media is full of Mom memes about daytime drinking, binge swiping on Facebook, and obsessively reading news—all effects of our self-imposed lockdown. People are finally starting to be honest about how tough this is. Notably [Michelle Obama recently talked about her own quarantine-related “low-grade depression”](#) and how to cope. I, for one, am glad that mental health is out of the closet. I especially like the way HR executives are modeling good behavior by asking about and sharing these issues. For example, an HR executive confided that when taking a break from her nonstop, isolated workday to take a walk, she passed a group of stay-at-home Moms in a wading pool having afternoon cocktails and almost joined them.

Let’s start being honest about how we’re feeling and acknowledge that some days are, well, *tough*. And there’s a toll in whatever burden we carry: loneliness in remote work, anxiety over the virus, feeling beaten up by news. Health is not just about getting in your workouts. As human beings, our health starts and stops with feelings that deserve to be heard.

At work, how can employers change company cultures to support mental health? I think it starts with self-disclosure and an “I’m not a superhero” mentality. I want to take my hat off to HR leaders doing a great job with that. People and HR leaders are in a perfect position, along with CEOs, to model good behavior in talking about how they and others are doing.

In mental health,

Valerie

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SAMPLE CURRENT HUMAN RESOURCE EXECUTIVE SEARCHES

Fintech

CHRO
Northeast



Pre-IPO B2C

Chief People Officer
Detroit, MI



Venture Capital

Head of People
Menlo Park, CA



Artificial Intelligence

Chief People Officer
San Francisco, CA



Biotech

SVP Human Resources
San Diego, CA



EdTech

Head of People
Silicon Valley, CA



Confidential

Head of People. Enterprise Software
New York, NY



Constructiontech

VP Total Rewards
Global HR Operations.
Scottsdale, AZ or multiple locations
in Texas



Fintech

Global Head of Talent Acquisition
Brazil, U.S. or other



Semiconductor

VPHR Global Business Partners.
Semiconductor
Fremont, CA



Enterprise Software

Senior Director, HRBP. Enterprise
Software
San Mateo, CA



Fintech

HRBP
Mexico City, Mexico



Fintech

HRBP
Chicago, IL



Fintech







Global Head of Total Rewards
Brazil, U.S. or other









Financial Services

Multiple Senior HRBPs
Upper Midwest



<p>Confidential</p> <p>Head of Compensation San Francisco, CA</p> 	<p>Consumer Goods</p> <p>Head of Diversity and Inclusion San Francisco, CA</p> 	<p>Fintech</p> <p>CHRO San Mateo, CA</p> 
<p>Venture Capital</p> <p>HR Director Menlo Park, CA</p> 	<p>Fintech</p> <p>Director, HRBP Seattle</p> 	<p>SaaS</p> <p>Global VP of Total Rewards Miami or Dallas</p> 
<p>SaaS</p> <p>Chief People Officer Seattle, WA</p> 	<p>B2B/SaaS</p> <p>HRBPs All over the U.S.</p> 	

SAMPLE RECENTLY COMPLETED HR AND PEOPLE SEARCHES

 <p>CHRO Philadelphia, PA CLOSED</p>	 <p>Global Head of Talent Acquisition Sao Paulo, Brazil CLOSED</p>	 <p>Director People Business Partners, Enterprise Functions Cambridge, Cambs CLOSED</p>
 <p>VP, People and Culture Los Angeles, CA CLOSED</p>	 <p>VP Human Resources London, U.K. CLOSED</p>	 <p>Head of People Palo Alto, CA CLOSED</p>

SAMPLE BEST OF THE REST HR SEARCHES

Director of Human Resources
[C3.ai](#)
Redwood City, CA

Director of People Operations
[Chime](#)
San Francisco, CA

Directors of Human Resources
[Atomwise](#)
San Francisco, CA

MEDIA COVERAGE – CNN BUSINESS

In July, a *CNN Business* article described how Barry Lawrence Williams, former CEO and 14-time board member is now advocating to increase Black board membership.

Tech reporter Sara Ashley O'Brien spoke with CEO Valerie Frederickson about the importance of Black representation on boards. [More here.](#)

CNN Business: [He's served on 14 boards. Now he wants companies to find other Black candidates.](#) July 24, 2020



MEDIA COVERAGE – SHRM

Journalist Roy Maurer interviewed Valerie Frederickson extensively for an article in Society for Human Resource Management or SHRM's on-line magazine in early August.

Roy's article covers the rise in diversity, equity and inclusion (DE&I) roles since the death of George Floyd in late May. [More here.](#)

Find out more also about Frederickson Partners' [recently expanded D&I practice.](#)



SHRM: [New DE&I Roles Spike After Racial Justice Protests](#)
August 6, 2020

SAMPLE COMPLETED PEOPLE/HR SEARCH – GRAIL, INC.



GRAIL is a rapidly growing biotech company with a mission to develop tests for detecting cancer early, transforming care and improving survival. Its new Head of Talent leader will drive a cohesive and compelling recruitment plan for the organization, operate as a strategic advisor to leadership, and serve as a steward of GRAIL's inclusive and diverse culture as the company embarks on sizable future scale and growth.

We're excited to announce that we recently completed GRAIL's Head of Talent search, placing [Kelly Carlson](#). Kelly joins GRAIL from Automation Anywhere, where she was the Senior Director of Global Talent Acquisition. Kelly has deep global experience as a Talent Acquisition leader, including positions with major name brands Google, Apple, Nokia, Plantronics and Nestlé. Kelly attended California State University East Bay, where she studied Human Resource Management.

We'd like to congratulate and welcome Kelly to GRAIL!

SAMPLE COMPLETED PEOPLE/HR SEARCH – VELOCITY VEHICLE GROUP



Velocity Vehicle Group is a privately owned group of companies in the commercial vehicle industry, located in the Los Angeles metro area, VVG recently created a new role, Vice President of Human Resources, who as the first senior HR executive in the company will help to position it for high growth, and define an overall people strategy.

We're delighted to announce we've placed [Deborah Cegielski](#) (dcegielski@vgtruck.com) as Vice President of Human Resources. Deborah joins VVG from OSI Systems where, as CHRO, she led a team of over 100. Previously Deborah has held senior HR leadership positions with Ametek, United Technologies and XLA, Inc. Deborah has an M.B.A. from Northeastern University and an M.A. from University of Oklahoma and attended the University of Virginia Darden School of Business.

Congratulations and welcome, Deborah!

THE COVID CORNER

In July we spent a week in an almost deserted fishing village way up in Northern California. where you can kayak on a river for two hours, and only see three fisherman and a handful of seals.

In August, we're spending a week at Lake Shasta with a houseboat, which is the ultimate aquatic social distancing.

2020 Question for Parents: Back to School?

My current Covid preoccupation is if I'm making the right decision keeping the twins at home this year. Is doing our five-kid homeschool the right thing? This is a question that keeps me awake from 3:00 and 5:00 a.m. many nights.

Quarantine Meme of the Month

I've been fantasizing about going to Hawaii or Mexico or San Diego this winter—just anything to avoid what seemingly will be a loooong cold season in our house with nowhere to go. The big question on my mind is, will we be in a good position to do air travel next summer?



Our cool vacation rental truck

