

An accomplished business and senior human resources executive with a track record of driving business results in diverse industries and global business environments – including highly regarded blue chip companies, startups, and a turnaround. Held executive positions with The Walt Disney Company, PepsiCo and Honeywell, among others. Known for bringing creative and practical solutions to both the strategic and the operating HR challenges facing an organization. Adept at getting things done in large, complex organizations, and is particularly adept at working with creative and diverse executives. Expertise in talent acquisition, HR strategy, leadership development, change management, organization development and executive coaching.

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**UTAH STATE UNIVERSITY, LOGAN, UT**

**2018– Present**

**Executive In Resident and Senior Lecturer**

Huntsman School of Business resource and professor focused on advancing student learning and development and the mission and strategic goals of the HSB. Primarily focused on developing the talent and potential of the next generation of business leaders and working with leadership teams to achieve their strategic goals. Currently also President of Milovich Partners, a strategic human capital consulting, advisory, and executive coaching company, a Strategic Advisor for The Boston Consulting Group and a member of the leadership team and faculty at the Hudson Institute of Santa Barbara.

**THE WALT DISNEY COMPANY, BURBANK, CA**

**2002 – July 2017**

**Senior Vice President, Global Human Resources, Talent & Workforce Diversity, Disney | ABC Television (2009-2017), and Head of Employee Digital Media (2015-2017)**

Responsible for all aspects of human resources, executive compensation, diversity, and executive employment agreements for The Walt Disney Company's global entertainment and news television properties, owned television stations group and radio businesses. This included the ABC Television Network and ABC Studio, Disney Channels Worldwide, Disney Junior, Disney XD, Freeform, Radio Disney, Disney Television Animation, Disney/ABC Domestic Television, Disney/ABC/ESPN international distribution, and ABC's eight owned television stations, and served as a strategic advisor for joint ventures with A+E Networks, Hulu and Fusion.

- Developed comprehensive startup/rampup organization plans for Disney Junior, Fusion, Television Animation (TVA), Consumer Analytics and Insights, and Digital Media organizations.
- Founding leader of The Walt Disney Company's employee digital and social media group, which drove the development of digital and social media strategy, products and tools to increase the engagement, collaboration and connectedness of employees.
- Developed and implemented all organization and HR related aspects of major global restructuring/repositioning for ABC News. Annualized savings of \$135m.
- Led several organization redesigns and co-led major restructurings that reduced cost base by \$250m, improved productivity, and facilitated redployment of headcount to strategic priorities.
- Developed an organization and employee renewal process that improved employee engagement and productivity immediately after restructurings and layoffs. Average lift of 4%.
- Developed several large-scale organization development plans for the integration of back of house and support organizations (broadcast operations, staff groups, IT, distribution).
- Designed and implemented operational efficiency project for SoapNet, Broadcast Operations and Finance transformations.
- Created strategic HR and organization framework for the integration of Lifetime and A&E. Acted as strategic advisor to CEO and Co-Chairpersons of AETN Board.
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- Directed organization and HR aspects of Jetix Europe merger into the Disney Channels organization resulting in rebranding of Jetix into Disney XD with \$20m cost savings.
- Developed a "Digital War Room," for all major RIFs and restructurings.
- Built an aligned and engaged senior leadership and business unit leadership teams through select external hires, promotions of high potentials and others. Successfully recruited and onboarded 5 new president level executives, and other executives for business unit teams.
- Developed a best practice transition and onboarding process for Co-Chairman Disney Media Networks position. Became the model for other executive leadership transitions and onboarding in the Disney | ABC Television Group and The Walt Disney Company.
- Improved talent sourcing and acquisition through development of a strategic talent framework and roadmap. Key talent strategies identified for each business unit, make versus buy, talent trends, gap analysis and development of internal talent scouts, and other related actions part of roadmap.
- Improved the bench strength, engagement and retention of creative and other key talent through a comprehensive talent planning process. Identified succession, development, engagement, and retention opportunities and risk, and created personalized plans to address.
- Created a practical organization change management framework and plan that enabled the successful deployment of a number of strategic growth and operational initiatives.
- Designed new short term and long term executive incentive plans for JVs (Hulu, A+E, Fusion).
- Led pension plan conversion for non-union employees, and developed manager bonus program, which added 1000 manager to incentive program as part of larger companywide effort
- Developed diversity strategy focused on workplace, workforce, and the market and talent. DATG lead company in diverse slates and hires, Hispanic and Women's initiatives, and many other external and internal programs such as ABC Writing and Director Programs.
- Improved above the line and below the line diversity by strong partnerships and programs with creative executives. Improved relationship with various media coalition groups. Created Hispanic employee resource group focused primarily on content and programming.
- Improved the attraction and retention of executives and key employee skill groups (i.e software engineers) through development of a more flexible and personalized approach to compensation.
- Designed flexible work week program. Served as the model for companywide rollout plan.
- Developed and deployed a new learning and training strategy focused on current and emerging business issues. Highly praised by line executives for its relevance and practicality.
- Developed first strategic organization and people plan as part of our 5 year long range planning (LRP)
- Co-led the creation of HR centers of excellence with peers. Part of companywide HR strategy. Led two projects that became the HR Operations and Employee Digital Media COEs.
- Developed Strategic HR Project plan which improved the effectiveness and efficiency of HR organization and improved client service and deliverables.

**Senior Vice President, Corporate HR, Organization and Leadership Development**

**2002 – 2009**

**Senior Vice President, Corporate Human Resources**

Global responsibility for leadership and executive development, organization development, learning, change management, succession planning, employee communications, talent acquisition, The Disney University, and HR policy development for 139,000 employees worldwide. Also, responsible for Corporate, Walt Disney Internet Group and Media Technology Board human resources.

- Developed business case, gained CFO and senior executive sponsorship and funding for several new global foundational HR processes: Disney's *first* companywide talent/succession planning, performance management, learning platform and talent acquisition initiatives.

- Gained Board approval, developed and implemented Disney's *first* companywide executive talent planning process (succession planning). Conducted first comprehensive talent review of VP and above executives (1600) worldwide.
- Designed, developed and implemented Disney's *first* companywide performance management and talent acquisition processes and programs.
- Developed and implemented Disney's *first* global, multi-language technology-enabled learning, development and communications platform, which provides global access to compelling online content and communications and development opportunities for 139,000 employees worldwide.
- Developed and implemented change management process for global transformation of IT organization, including a major global outsourcing project and organization redesign.
- Co-led comprehensive Compensation and Employee Benefits Project with SVP Benefits and Compensation. Identified numerous opportunities for pension and health-care cost savings and new programs, as well as areas of focus (i.e. Wellness).
- Led Workforce of the Future and Global Talent Planning project teams, identifying key actions to improve the attraction, development, engagement and retention of talent at all levels.
- Selected by Senior Executives as sole HR executive representative for Disney 2015 project.
- Led the HR and Organization components of Club Penguin, Ideal Bite, DigySynd, Take 180 and other early stage company acquisitions.
- Developed, deployed emerging businesses HR strategy for acquisition of early-stage companies.
- Conducted first companywide engagement survey of executives (VPs and above). Used a conjoint analysis to determine importance and satisfaction levels. Developed key action plans and metrics.
- Transformed the Disney University into a contemporary and strategically relevant organization, with programs and content aligned to meet the business needs of our diverse business units.
- Developed first core leadership curriculum and functional curriculums to meet diverse employee and business unit leadership development needs.
- Personally, recruited President of Walt Disney International, SVP and Controller, Chief Information Officer, SVP Global Security, SVP Education Business, VP Management Audit, VP Customer Privacy, VP Emerging Business Development and numerous other executive positions.
- Developed an integrated and client-focused corporate HR organization from disparate groups, including the development of small but high-impact learning, talent acquisition, executive development, organization development and employee communications functions.
- Successfully penetrated areas that had not utilized HR services in the past (i.e. Strategic Planning, Brand Management, Sourcing).

**WALKER DIGITAL LLP, STAMFORD, CT (developer of Priceline.com)**

**2000 – 2001**

**Senior Vice President, Human Capital, & CHRO San Diego, LA, SF**

Senior business executive for e-commerce intellectual property, business solutions and development company. Co- led the creation of a West Coast presence for the firm, including start-up and development of three early-stage companies. Reported to Vice-Chairman.

- Developed talent acquisition pipeline and processes, staffed three early-stage companies.
- Created all key HR and Organization processes and programs for development of companies.
- Acted in dual capacity as senior product/client development role for one company.
- Coached and developed members of individual company senior teams.

**HONEYWELL CORPORATION, MORRISTOWN, NJ****1996 – 2000****Vice President, Global Human Resources, Morristown, NJ (1999 – 2000)**

Responsible for all global human resources functions and merger integration for the \$15 billion performance products and solutions organization. Five business units with operations in 40 countries, with 70,000 employees. Reported to the Chief Operating Officer.

**Vice President, Worldwide Human Resources & Communications, Los Angeles, CA (1998 – 1999)**

Senior human resources and communications executive for Transportation and Power Systems division. Operations in 12 countries: Italy, France, England, Ireland, Japan, Korea, China, Brazil, Mexico, Romania, Australia and U.S. Reported to CEO. Revenues of \$2.5 billion and 10,000 employees.

**Vice President, Worldwide Human Resources, Los Angeles, CA (1996 – 1997)**

Lead human resources function for AlliedSignal's most global division, Garrett Engine Boosting Systems. Operations in 11 countries, \$1.5 billion in revenues and 5000 employees. Reported to President.

**Vice President, Organization Development, Southfield, Michigan (1996)**

Responsible for all global organization and management development functions for a \$4.5 billion automotive division. Operations in 18 countries and over 25,000 employees. Reported to Sector VP HR.

**MACY'S INC, LOS ANGELES, CA****1994 – 1996****Vice President Stores HR/Senior Vice President, Human Resources & CHRO (1994 – 1996)**

Senior human resources executive for turnaround of a west coast-based department store retailer and and/. Reported to the CEO. Eighty-three (83) stores, credit card and support operations in five western states employing 25,000 associates.

**KENNECOTT CORPORATION (Subsidiary London based RTZ), SALT LAKE CITY, UT****1993 – 1994****Director Organization and Human Resources Development**

Recruited as successor to head of HR, and as senior OD executive. Responsible for corporate-wide change process, new \$1.2 billion facility startup, and executive and employee development.

**PEPSICO, PURCHASE, NY****1984 – 1993****Director, Training and Communication, Somers, NY (1992 – 1993)**

Promoted to newly created position responsible for reengineering the training and development, and internal communication functions of a \$6 billion PepsiCo division; 12 strategic business units, 400 locations and 30,000 employees. Reported to SVP Worldwide Personnel.

**Director, Executive and Employee Development, Somers, NY (1991 – 1992)**

Lead the executive and employee development functions for a \$6 billion PepsiCo division during a period of major organization change; 24 area business units, 400 locations and 30,000 employees. Reported to SVP Worldwide Personnel.

**Manager, Training, Somers, NY (1990 – 1991)**

Responsible for the development, delivery and continuous improvement of all training initiatives for Pepsi's 30,000 employees in North America.

**Group Manager, Employee Relations, Los Angeles, CA (1988 – 1990)****Senior Area Employee Relations Manager, Los Angeles, CA (1987 – 1988)****Area Employee Relations Manager, Buena Park, CA (1984 – 1987)**

**OTHER EXPERIENCE****SABBATICAL, PEPPERDINE UNIVERSITY, CHILDREN'S HOSPITAL LOS ANGELES****2001 – 2002**

Declined several formal offers for executive HR positions to focus on teaching, consulting and non-profit health care. Interim head of HR for Children's Hospital LA, reporting CEO. Professor Graziadio School of Business.

**UNITED STATE STEEL CORPORATION, Pittsburgh, PA****1979 – 1984**

Area Labor Relations Manager and several other employee/labor relations positions.

**BOARDS – PROFESSIONAL ASSOCIATIONS**

Member of the Board of Directors at the Institute of the Future in Palo Alto, Calif. Member advisory boards for two startup companies: Clear Force and Flerish. Corporate Advisory Board member of the University of Southern California's Marshall School of Business and emeritus advisory board member USC Center for Effective Organizations. National Advisory Board member for the Jon M. Huntsman School of Business at Utah State University.

**EDUCATION**

Steve earned a bachelor's degree in economics from the Jon M. Huntsman School of Business at Utah State University and the Presidents and Key Executives MBA from Graziadio School of Business and Management at Pepperdine University. He also holds coaching certifications from both The Hudson Institute and The International Coaching Federation.