

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 some of the world’s most iconic companies, including The Walt Disney Company, PepsiCo and Honeywell. Known for bringing creative and practical solutions to both the strategic and the operating HR challenges facing an organization. Is also known as a trusted resource, coach and advisor to creative, diverse and other executives in large, complex organizations and early stage companies. Expertise in HR strategy, leadership development, change management, organization development, executive coaching and talent acquisition.

UTAH STATE UNIVERSITY, LOGAN, UT

2018 – Present

Executive In Residence and Senior Lecturer

Huntsman School of Business resource and faculty member 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, 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. Served as a strategic advisor for joint ventures with A+E Networks, Hulu and Fusion.

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.

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.

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 – with 70,000 employees in five business units operating in 40 countries, Reported to 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 with 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 – with 5,000 employees in 11 countries and \$1.5 billion in revenues. 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 with more than 25,000 employees in 18 countries. Reported to Sector VP HR.

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

Senior human resources executive for turnaround of a West Coast-based department store retailer with 25,000 employees and 83 stores and credit card/support operations in five western states. Reported to CEO.

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 with 30,000 employees in 12 strategic business units and 400 locations. Reported to SVP Worldwide Personnel.

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

Led the executive and employee development functions for a \$6 billion PepsiCo division during a period of major organization change. The unit had 30,000 employees in 24 area business units in 400 locations. 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 to 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 of the 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.