

## Picture and Bio



### Scott Hamilton

#### **CEO, Executive Next Practices Institute & Nextworks Strategy**

Scott Hamilton is a well-known thought leader & speaker in the field of “next practices” improvement of leadership and organizational performance for the Global 1000, emerging and mid-market companies. With a multi-functional experience as a large enterprise corporate executive and trusted advisor, Scott has helped leaders and organizations be more effective in how they strategize and perform. His executive and organizational coaching expertise includes the design & implementation of strategic execution programs, innovation methods, executive branding techniques, leadership team performance and the pioneering use of “collective intelligence” alignment programs. He has worked with leaders at all levels to build their strengths to maximize team capability in decision making, inclusion, ideation, focus and results in both emerging and established businesses.

Scott’s industry exposure has been both broad and deep. He has held key marketing, strategy, and organization development executive roles for such companies as McDonald’s, Nestle USA, Bergen Brunswig, Honeywell- AlliedSignal, ARAMARK Distribution and DirecTV. Scott has also founded several businesses and built top advisory practices that have coached hundreds of C-level leaders through strategic planning, large-scale change efforts, teambuilding, merger and acquisition/integration activity teams, and developed in-house executive development programs.

Hamilton is CEO of the Executive Next Practices Institute, a large C-suite research and forum organization that is a community partner organization located at the University of California-UCI Applied Innovation. He is also NextWORKS Strategy (2018 Innovators of the Year nominee-

Orange County Business Journal), a premier provider/advisors of strategy development, alignment, talent management, board effectiveness and executive performance programs to middle-market companies. He serves on the boards of several organizations.

Hamilton is a frequent keynote and panelist to CEO groups, trade associations, private company functions and global conferences on the topics of disruption, ideation, innovation, technology, organization effectiveness and “next practices” development.

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**Ed Rodriguez**  
**Chief Human Resources Officer**  
**Golden State Foods**

Ed Rodriguez joined Golden State Foods in 2016. He currently holds the title of Chief Human Resources Officer and is responsible for all facets of human resources including talent development, performance management, succession planning, labor relations, compensation strategy, employee engagement and HR technology solutions. Prior to GSF, Ed worked for Ventura Foods from 2011 to 2016 as Vice President of Field HR, Vice President of Organizational and Leadership Development, and Interim Chief Human Resources Officer.

Ed spent the majority of his career at PepsiCo where he held positions of increasing responsibility at the local, regional, headquarter and international level from 1995 to 2011. He began his career at Pepsi as an HR Manager in the Los Angeles area. His subsequent assignments included Staffing and Training Manager, Labor Relations Manager and Chief Spokesperson, and Corporate Director of Human Resources for Pepsi Bottling Group in Mexico where he was responsible for 26,000 employees, 25 plants and 150 distribution centers. His other roles at Pepsi included Vice President of Human Resources, Vice President of International Capability and Vice President of Organizational Capability and Diversity, where he led PBG to a #2 ranking on DiversityInc Magazine's 2006 Top Companies for Diversity. He was named to HispanicBusiness Magazine's Top 60 Corporate Elite in 2009.

Ed earned a bachelor's degree in English from UC Santa Barbara, a master's degree in Communication Management from USC, and a Ph.D. in Education with an Emphasis in Leadership Studies from Chapman University in 2016. He is a Certified Professional Coach, and served on the Board of Directors for the Los Angeles Urban League from 2007 to 2011.



## GSF Professional Biographies

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**Ed Rodriguez, Chief Human Resources Officer, Golden State Foods**

*Bio Pending*



**Pete Fisher, Vice President of Human Resources, Quality Custom Distribution and Total Rewards at Golden State Foods**

*Bio Pending*



**Herb Callahan, Senior Human Resources Director**

Herb Callahan is the Senior Human Resources Director for Golden State Foods (GSF) based in their International Headquarters in Irvine, California. After spending 21 years in the United States Marine Corps training and developing members of the United States Armed Forces and members of foreign military forces, he retired from the Marine Corps and transitioned into the "civilian" Human Resources profession. Herb has worked with numerous Southern California based logistics companies and in his current role at GSF he oversees the Human Resources for more than 1,800 employees within the McDonald's distribution group. Additionally, he was responsible for the curriculum design and implementation of

## GSF Professional Biographies

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the Golden State Foods University (GSFU), which provides leadership development for more than 700 leaders both nationally and internationally.

Originally from Lynn, Massachusetts, Herb currently lives in Alhambra, California with his wife and three children. He holds a MBA and Doctorate of Education from Brandman University where he also serves as an Adjunct Instructor teaching Human Resources courses to students enrolled in the Master's of Human Resources program.



### ***Melissa Vieira, Senior Manager, Organizational Development***

Melissa Vieira serves as the Senior Manager of Organizational Development for Golden State Foods. She is responsible for the implementation of learning and development initiatives that support strategic business goals, address organizational effectiveness and drive employee engagement and retention. As a third generation leader in the Supply Chain Industry with over 14 years of experience in the Human Resources field, Melissa joined Golden State Foods in 2015 where she led the Human Resources function for a combination of ten GSF and QCD distribution facilities located in the Western Region before transitioning to her current role in Organizational Development. Previous to joining GSF, Melissa was a Human Resources leader for the Southern California distribution facilities at Albertsons and Safeway as well as holding overall Human Resources and internal Communications responsibility at Drybar.

Originally from Cerritos, California, Melissa currently resides in La Habra, California with her husband and two children. She holds a Bachelor of Arts in Business Administration with an emphasis in Marketing from California State University, Fullerton and attended the Human Resources Management Program at the University of California, Los Angeles.

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