



# KATHLEEN GIOFFRE

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**HUMAN CAPITAL PRACTICE LEADER**

**GIOFFRE & RANSFORD**

*Empowering your people to work together as one!*

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## PROFESSIONAL BIO

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Kathleen Gioffre understands that talent is an organization's most valuable asset. She is a thought leader and change agent in Talent Management. Kathleen has an extensive background in partnering with executive leadership teams at Fortune 100 companies, including CVS Health/Aetna, Gartner, Goldman Sachs, Deloitte, UBS and J.P. Morgan. She is well known and respected for her authentic, innovative, and influential leadership style and for her successful work designing scalable talent management programs across North and South America, APAC and EMEA. Her work in these markets has led to optimized business performance in aligning talent and business strategies, coupled with the mission and values of the company.

Among her many accomplishments, Kathleen was specifically selected to lead the merger of two talent functions for a Fortune 3 company, involving a combined workforce of 300,000 Aetna and CVS Health employees. Kathleen firmly established the newly formed talent management organization while fully integrating the team, strategy and operations of the department. Her success in this endeavor culminated with an appointment to lead talent management for the integrated organization, where she worked closely with the C-suite and provided insights to the Board of Directors.

During this time, she established the infrastructure for the long-term human capital strategy that drove significant improvements across the business enterprise. She was also deeply involved in driving change across the organization through various transformation and integration activities, helping leaders architect pathways to ensure teams adapted and accepted change as a business reality and assimilated to the new company culture.

Known for her strength in building followership of superior performers, Kathleen views talent as a critical enabler to business success. She has built and led teams from the ground up, creating infrastructure where little to none existed. In addition, she has delivered strategic plans and roadmaps for attracting top talent, developing and retaining high potential leaders, with the goal to ensure performance consistently exceeds expectations.

Kathleen launched her consulting practice in October 2022 as Managing Partner for Gioffre Talent Advisory Solutions, LLC, where she designed scalable talent programs that were globally powered and locally delivered, positioning her clients to attract, develop and retain the most qualified talent available. Kathleen is now joining forces with [McMann & Ransford](#) in a partnership to launch their Human Capital Management Practice as the Practice Leader of [Gioffre & Ransford](#)(G&R). This partnership will bring immense benefits to valued clients, leveraging the strengths and expertise of both organizations. G&R will provide clients with tailored, sustainable, scalable Talent Programs, enabling Client-centric and Client-specific outcomes and solutions aligned to their most critical business imperatives. The combined expertise of both companies offers decades of experience and deep knowledge in both Human Resources and Consulting, enabling Gioffre & Ransford to help clients build high-performing teams that drive business results.

Whether you're seeking to improve performance, reduce costs or build future staffing models, the success of your business relies heavily upon how effective you are at attracting, developing and retaining the most qualified talent available. Gioffre & Ransford is committed to delivering the highest level of quality and service to you. We look forward to working together to help you drive your business forward with a unified and effective team.

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