



John Hankerson

John Hankerson has over six years of experience serving in Human Resources leadership roles in the food, manufacturing, and legal industries, and over 24 years in consulting roles for organizations across a wide swath of sectors including: financial services, bio-pharma, technology, healthcare, and hospitality industries. He has experience helping organizations identify problems, applying data to these problems, and developing customized solutions that reflect sound business principles. His combined experience as a consultant to management and the Board and leadership of the HR function in two separate organizations has given him a broad understanding of how the Human Resources function can deliver added value to every organization.

John Hankerson holds an MBA from Stanford University and has published numerous articles on total rewards strategy and practice.

Key Leadership Accomplishments

As the VP of HR at American Seafoods Group, he facilitated the transformation of the function to a digital basis, enabled an organization-wide e-learning platform, revamped the company's safety and training programs and implemented a strategic Total Rewards program. He led the company's partnership with maritime and industrial safety market leader NOAH to analyze injury claims and identify opportunities to reduce claims costs, resulting in significant reduction of on-the-job injuries and claims. As a consultant, he led the growth of Milliman's Strategic Rewards practice from its infancy to becoming a nearly three-million-dollar consulting business. He worked with organizations to develop and implement strategic pay programs that maximize the effectiveness of base pay design, incentive pay programs including equity plans, total compensation strategy, performance management systems, and executive compensation plans.

Summary

- Managing Principal, Vice President, Director
- Executive compensation
- Strategic Total Rewards planning, design, and implementation
- Performance management
- Employee engagement and satisfaction
- Learning and development
- Healthcare, manufacturing, bio-pharma, technology and financial services