

# **Disney Consumer Products and Interactive Media**

## **Garry Randall** **Senior Vice President of Human Resources, DCPI**

Garry Randall serves as senior vice president of Human Resources for Disney Consumer Products and Interactive Media as well as Head of Talent Solutions for The Walt Disney Company.

In his role with DCPI, Garry oversees all Human Resources functions for one of Disney's most dynamic and high-growth businesses. He drives and enables business results for Disney's licensing, retail and gaming divisions through the development and deployment of key strategies, including organization design, talent acquisition and management, business intelligence, and new learning and technology initiatives. Garry and his HR team took the lead in joining the Disney Consumer Products and Disney Interactive organizations to realign under the new segment it is today.

In recent years, Garry has spearheaded key Company-wide HR initiatives that included leading successful organizational design changes across each Corporate function and realigning the Corporate HR team. Additionally, he led a number of high-impact initiatives, including a cross-segment team to launch Disney's first-ever global Employee Survey.

As head of talent solutions for The Walt Disney Company, Garry collaborates with business leaders and HR partners to design, implement, and continuously improve talent management strategies for Disney's 180,000 global employees. In this role, Garry has co-architected and successfully launched the newly formed Talent Solutions Center of Excellence (COE), instituted a progressive performance management approach to drive engagement and reduce hours of inefficiency, and launched an executive assessment insights program designed to drive development, mobility and succession for Disney's top 300 employees.

Garry joined The Walt Disney Company in 2005 as vice president of Human Resources for The Walt Disney Internet Group (WDIG). He established a business-focused HR function with enhanced recruitment, organizational learning and development, and business-partnership capabilities to support Disney's fast-growing Internet and digital media strategy. During his time with Disney, Garry has been instrumental in leading critical HR change and transformation projects, including establishing the WDIG HR function and leading HR efforts around the formation of Disney Interactive as the Company's fifth reporting segment in 2008.

Prior to joining The Walt Disney Company, Garry held a variety of HR leadership roles in high-growth organizations undergoing transformative change and rapid expansion. These roles were immersed in diverse fields including technology, financial services, retail and media, and entertainment sectors, ranging from Fortune 50 companies to private enterprise. He held positions at JPMorgan Chase, Walker Digital, Victoria's Secret, FeehanBarr Partners and HR Search and Consulting.

Garry holds a master's degree in Human Resources and Labor Relations and a bachelor's degree in Multi-Disciplinary Studies from Michigan State University. A former college athlete, he remains heavily involved with Michigan State University serving as Vice President of the Graduate School of HR and Labor Relations advisory board. Additionally, Garry is an active member serving on the University of Southern California's Center for Effective Organizations Advisory Board and the Corporate Executive Board (CEB) Talent Management Advisory Board.