



Corporate Board Bio – Carolyn Hayden-Garner

info@carolynhaydengarner.com

214.729.1860

Carolyn is a seasoned executive in global workforce operations and enterprise technology, with over 30 years of experience guiding complex multinational organizations across North America, South America, EMEA, and APAC. She has led large-scale workforce infrastructure and HR technology transformations, supporting workforces of up to 100K employees, while driving operational efficiency, ensuring compliance, and enhancing overall organizational performance.

Carolyn has held senior leadership roles at Tesla, Northrop Grumman, CBRE, and Dallas Independent School District, driving the modernization of payroll and human capital operations through world-class ERP implementations. She also designed and deployed a custom timekeeping and time clock system that eliminated manual entry and reduced errors by 90%.

Over the course of her career, Carolyn has led numerous enterprise wide initiatives, including the design and rollout of a fully global in house HR and timekeeping platform generating more than \$10M in cost savings; consolidation of six payroll providers across 44 countries in EMEA into a single operating model delivering \$500K in annual savings; and implementation of advanced third party technologies that improved operational efficiency in North America by more than 100%.

Carolyn served for nine years as President of the Oracle Human Capital Management Users Group (OHUG) and now continues her involvement as a Board Advisor. She also served two years as the International Oracle Users Council Spokesperson, advocating for Oracle's global user community. Beyond her corporate leadership, Carolyn has over a decade of nonprofit board experience and currently serves as a National Board Trustee for the Boys & Girls Clubs of America.

Through her expertise, Carolyn brings valuable insight into global workforce strategy, enterprise technology transformation, regulatory compliance, governance, and operational risk oversight, helping organizations strengthen governance and align workforce strategy with business objectives.

“Driving Strategic Alignment and Organizational Impact”