

## **HROA Europe Announces Winners of Third Annual Awards; Recipients Honored at Recent HRO World Europe Conference**

***-Special Recognition Bestowed on Conference Co-Chair, Guy-Joel de Lhoneaux of Unilever-***

**BRUSSELS, Belgium (3 December 2008)** – Conference delegates at the recent HRO World Europe Conference, which was held from 18-20 November, 2008 in Brussels, cast their votes for the HROA Europe's Third Annual Awards. The awards honored innovation, recognizing the best thought leaders, relationships, and overall contributions that have helped expand the horizons for accomplishment in HR Transformation and Outsourcing. Winners were chosen from one of three categories: individual innovators, innovative organizations, and innovative contributions in the practice of HR Transformation and Outsourcing.

The winner in the Individual Innovator category was Tim Palmer, PA Consulting. Palmer is recognized as one of Europe's leading sourcing consultants. He has worked with many European multinational companies to help them transform their HR, Finance, Procurement and IT functions. Having worked in outsourcing and shared services for 18 years, he possesses experience in outsourcing, co-sourcing, in-sourcing, shared services, joint ventures and contract remediation. He has also made significant contributions to the human resource outsourcing industry by leading the effort to create a global taxonomy for HRO.

The winners in the Innovative Organizations category were Schindler and ADP. In deciding to outsource its payroll to ADP, Schindler underwent a deliberate process to examine its alternatives, request bids and select a provider. Since the relationship commenced, both ADP and Schindler have examined different aspects and collaborated to forge a productive working relationship.

The winner of the Innovative Contributions category was TPI. TPI has been an ongoing contributor to the success of the HROA through its intellectual capital and time. TPI delegates have participated in the HROA's Research & Standards Committee and TPI has also donated the use of its Prevalence Database to help establish the HROA Benchmark, a study that is the first-of-its-kind in the industry.

Faye Holland, Managing Director, European Operations, SharedXpertise, the firm that manages the HROA and SharedXpertise Forums, commented, "In addition to recognizing the outstanding contributors of our winners, I'm honored to also acknowledge the efforts of our conference co-chair for the HROA EU, Mr. Guy-Joel de Lhoneaux of Unilever. We're very grateful for his significant contributions to the HROA. He has selflessly given of his time and energy to advance the state and practice of HR Transformation and outsourcing around the world."

**About the HROA**

The HROA is the definitive independent organization for all those who purchase, provide, or participate in HR transformation and outsourcing. The mission of the European Chapter is to educate, promote research, publish, recognize, and provide networking opportunities to foster professionalism in HR transformation and HR outsourcing across Europe. Its membership encompasses over 7,500 HR executives, including the largest 50 buyers, the top 30 providers, the leading sourcing advisors and attorneys, and the best thought leaders in HR Transformation. The HROA brings its diverse membership together to set standards and practices, provide peer networking, and maintain a robust curriculum. For information about the HROA, visit [www.hroa.org](http://www.hroa.org).

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