

Pat Wadors



Inspirational HR Leader & Strategist, Top 50 Women in Tech, Champion of Belonging & Chief People Officer, UKG

From transforming culture at LinkedIn while they tripled their headcount within two years—to leading the total employee experience at global HR tech firm UKG—Pat Wadors is an inspirational thought leader on every aspect of HR and HCM, including talent acquisition, employee engagement and retention, authentic leadership and fostering employee engagement to drive the bottom line. A multiple recipient of the National Diversity Council's Top 50 Women in Technology award, Pat is the creator of the DIBs (Diversity, Inclusion, Belonging) framework, which champions employee belonging as the key driver of employee satisfaction and retention, as well as the “Scorecard,” for becoming an agile leader of both your personal and professional life. Pat’s articles on HR, management and leadership have appeared in The Harvard Business Review.

About Keynote Speaker Pat Wadors

An inspirational HR and HCM leader and strategist for top technology companies, Pat Wadors currently serves as Chief People Officer (CPO) of UKG, a global powerhouse of HR, payroll and workforce management solutions that is known for its award-winning culture. In this role, she oversees the critical HR functions that bring UKG’s employee experience to life, including talent acquisition and development, compensation and benefits, employee listening and people analytics, HR technology, People Operations, and Workplace Services. Her mission is to make sure that every employee is better off for having worked for UKG —creating a positive and engaging experience for their 14,000+ workforce at every touchpoint—from a candidate’s first contact to building a robust alumni network of brand and culture ambassadors.

More About Pat Wadors

Before joining UKG, Pat was CPO at Procore Technologies, leading the company through expansive growth and Chief Human Resource Officer (CHRO) at ServiceNow, overseeing global employee resources and talent and helping the company scale. She has held multiple HR leadership positions in the tech world, with tenures at LinkedIn, Plantronics, Twitter, Align Technologies and Yahoo! Pat is a current board member of Accolade, Inc. and Moloco, Inc., and past board member of UKG, Zenefits, El Camino

Hospital, and Second Harvest Food Bank of Santa Clara County, where she also served as Chair.

A thought leader in HR, Pat has had numerous articles published in The Harvard Business Review. She is a multiple recipient of the National Diversity Council's "Top 50 Women in Technology" award and the creator of the DIBs (Diversity, Inclusion, Belonging) framework, which champions employee belonging as the key driver of recruitment, engagement, satisfaction and retention. Pat also developed a signature "Scorecard" for developing agile, relevant, and authentic leaders—an approach that anyone can use to live their values, achieve their goals, and become the leader of their own personal and professional lives. An evocative and inspiring speaker, Pat has spoken to audiences around the world, including LinkedIn, The Society for Human Resource Management (SHRM), the Association of Talent Development (ATD), the Boston Consulting Group, Forbes Power Women's Summit and Talent Connect.

A self-identified "Mom to three Millennials," "introvert in a leadership role" (who tirelessly works to embrace the quieter voices), and dyslexic who learned to embrace her neurodiversity, Pat's empathy, authenticity, insights, and talent for storytelling make her a standout speaker. Whether she's talking hard numbers and analytics or sharing her own personal journey, Pat's talks challenge the mind and touch the heart, while providing actionable expertise on every aspect of HR, leadership, and personal and professional development.

Why Pat Wadors?

Imagine a speaker with the inspirational and emotional qualities of Brené Brown combined with decades of experience leading HR at high-performing global technology firms. Add being an award-winning thought leader and Harvard Business Review contributor on DE&I, throw in storytelling brilliance, and you have Pat Wadors. Whether she's championing the importance of creating a culture of belonging, providing expert guidance on employee experience or agile leadership, or leading a session on developing your own personal "Scorecard", Pat engages, motivates and inspires audiences to take action. Her proven approaches will help you to attract top candidates, retain a more highly engaged workforce, and foster agile, authentic leadership at every level of your organization.