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Pfizer Hires New Vice President and Chief Talent Officer

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(BUSINESS WIRE)--Pfizer announced today that Dr. Tanya Clemons, a senior executive with extensive experience in leadership and organization change at Microsoft and IBM, will join Pfizer as vice president and Chief Talent Officer in November.

Dr. Clemons will report to Mary McLeod, the senior vice president for Worldwide Talent Development and Human Resources. She will be a member of the Human Resources Leadership Team and Pfizer's Senior Management Team.

Dr. Clemons will have responsibility for enterprise-wide organization development, talent and learning strategies and play a critical role in shaping the new culture. In this role, she will lead the company's senior executive talent development, global people development and succession processes with emphasis on identification, retention, and development of executive level incumbent, replacement and high potential individuals.

"At Pfizer, we have some of the best leaders in the industry and we have very high expectations of them and of all of our colleagues. We're investing more in our talent pipeline and making an ongoing commitment to developing our people," said Mary McLeod. "Tanya's depth of expertise and her practical experience designing and implementing global processes and programs will be a real asset to our business as we continue to implement our growth strategy."

Dr. Clemons is currently the corporate vice president for People and Organization Capability at Microsoft where she is responsible for leadership development, talent management, employee learning and training, organization development, and enterprise-wide change initiatives. Prior to joining Microsoft, she held leadership roles at IBM, Georgia-Pacific and Anheuser-Busch.

Dr. Clemons earned a B.A. in psychology from the University of New Orleans and a Ph.D. in organizational psychology from Louisiana State University.

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