

Cathy Unruh



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Partner

As a principal of Jackson Hole Group, Cathy brings extensive experience in creating business results through an in-depth understanding of strategic organizational and talent requirements. She has held senior level Human Resources positions for over twenty years, and is recognized for driving transformational change in complex, global organizations. She is an exceptional communicator, skilled in simplifying concepts and facilitating understanding and buy-in among diverse business partners.

Prior to joining Jackson Hole Group, Cathy held the position of Chief Human Resources Officer for Levi Strauss and Company, with regional headquarters in San Francisco, Brussels and Singapore, and offices in 42 countries. She served as strategic advisor to the CEO, Board and executive management on key business, organizational and talent issues. She partnered with the CEO and executive team in the design of a new business model that transformed the company from a region-led to brand-led operating model. To ensure successful adoption of the major shift in business operations, Cathy led her team in the implementation of critical HR change strategies. She transformed the global Human Resources organization, resulting in a more effective and efficient delivery of core HR services while enabling a stronger focus on the strategic talent agenda.

Cathy is consistently recognized as an influential and visionary leader who inspires collaboration, and demonstrates a natural ability to navigate and lead others through significant change and uncertainty. In her role as VP HR, International Division at Gap, Inc., she partnered with the International Division President and executive team to roll out a new business model, moving all functional business units from the corporate offices in San Francisco to their respective countries. In her role as VP Corporate Human Resources and Strategy at Gap, Inc., she led the development of the strategy and operating plan resulting in the alignment of the people strategy with business goals and the more effective delivery of services.

Cathy is a values-driven business leader, with courage, integrity, authenticity and respect for the individual her hallmark characteristics. While VP HR for the Europe, Middle East and Africa (EMA) region at LS&CO, she championed a new approach to a global performance management system that respected country and cultural differences. As VP HR, Operations and Sourcing at LS&CO, she chaired the team that led the divestiture form owned and operated production in the United States, implementing policies and practices that ensured a generous safety net for the affected population.

Cathy completed her undergraduate education at the University of California, Berkeley. During her career, she was based in Brussels, where she served on the Board of Trustees for the International School of Brussels. She is a past member of the Board of Trustees for the Council for Adult and Experiential Learning (CAEL). She was the Executive Sponsor of the Community Involvement Team for the LS&CO Red Tab Foundation, a foundation that assists former and current employees with problems that arise from unexpected emergencies.

Areas of Expertise

Strategic HR Leadership

Advising CEO's and Senior Executives

Advising Senior HR personnel on key business, organization and talent issues

Consult on global, large scale change initiatives

Talent Assessment and Staffing

Interim HR Leadership



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