

BEARS ABROAD

THE WORLD RUNNER

HOLLY YOUNG RUNS THE WORLD. IN FACT, SHE HAS RUN 26 MARATHONS IN EXOTIC LOCATIONS LIKE DUBAI, UNITED ARAB EMIRATES; ROME, ITALY; BERLIN, GERMANY; LISBON, PORTUGAL; AND MORE. THAT'S NEARLY 682 MILES, NOT INCLUDING THE TRAINING MILES. IN 2012, SHE RAN "12 IN 12 IN 2012," WHICH MEANS 12 MARATHONS IN 12 MONTHS IN 2012 IN CITIES ACROSS THE EUROPE, MIDDLE EAST AND ASIA (EMEA) REGION TO RAISE MONEY FOR CANCER RESEARCH UK, THE UNITED KINGDOM'S LEADING CANCER CHARITY. SHE RAISED NEARLY \$30,000 FOR THE CHARITY.

Her career is just as impressive as her long-distance running accomplishments.

As the director of the EMEA global human resources (HR) business development team at Hewlett-Packard Enterprise Services UK, Ltd. (HP), Holly has thrived. She leads a team of 25 EMEA HR consultants who are responsible for creating commercially viable HR solutions for clients engaging in information technology (IT) outsourcing projects with HP. With her team, they support a significant outsourcing pursuit deal load with HR implications, such as staff transfer, Acquired Rights Directive (laws that safeguard employees' rights in the event of transfers of undertakings, businesses or parts of businesses), workforce and labor strategy, benefit harmonization, and HR commercial requirements. In addition, she occasionally leads strategic deals as well as participates in HP enterprise services deal governance.

As many Hankamer School of Business alumni can claim, it all began at Baylor.

"Baylor provided a very well-rounded education and platform to use as a springboard for my first job," Holly said. "Baylor also prepared me to be a well-rounded person: socially, academically, physically and spiritually. All of which have served me well in my professional business career."

She enjoyed all that Baylor had to offer, participating in Student

Congress, Chi Omega Sorority, Baylor Religious Hour Choir and Little Sigma/Sigma Chi Fraternity.

Upon graduating from Baylor in 1983, Holly started her career with a local savings and loan bank. Over the next 10 years, she worked in a number of employee development roles in the financial services industry. Plus, in the middle of her budding HR career, she also received an MBA in Business Policy and Strategy, and a Master of Science in Organizational Behavior at the University of Texas at Dallas. In 1994, she joined Electronic Data Systems (EDS) in Plano, Texas. But five years later her husband Buddy (see page 10) was transferred to South Korea.

"Upon the news that my husband was being transferred to Seoul, South Korea, EDS agreed to transfer me as well to South Korea to focus on HR and business operations. Subsequent moves by Buddy to Taiwan, Germany and the U.K. with Deloitte were matched by EDS for my transfers to these same countries."

As one half of a dual, international career couple, logistics can be difficult. Luckily, EDS (and HP after it acquired EDS in 2008) agreed to transfer her each time her husband transferred.

"Every time he was transferred to South Korea, Taiwan, Germany and then finally to the U.K., EDS, and later HP, agreed to a transfer of employment for me as well," she said.

"I like to think it was a 'win-win' for HP as well as for me, and that we both derived value from these transfers. I recognize that it is neither easy nor common for dual career couples to both experience and benefit from international assignments, and I feel very blessed that these opportunities have been afforded to me."

As an HR professional in the IT market, Holly encounters unique problems. The IT market is ever-changing, thanks to technological advances, such as cloud technology. Clients want IT partners who deliver services more efficiently and enable their business to meet competitive demands and growth agendas.

"Often times technological advances occur more rapidly than corresponding employee labor law, such as second generation employee transfer law; thus, the work of my EMEA team is incredibly important to create viable solutions that meet client cost, business and legal requirements," she said.

Holly continues to enjoy and excel at her career in London, just as she did in Germany, Taiwan and South Korea. Now, the only question is when she'll be running and shining in a career with her husband in New York.

bbr.baylor.edu/holly-young

HOLLY ROBINSON YOUNG

BA Marketing '83

DIRECTOR of Europe, Middle East & Asia (EMEA)
Global Human Resources Development

HEWLETT-PACKARD ENTERPRISE
SERVICES UK, LTD.

London, England