



MAUREEN TARANTELO

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**COMPENSATION & BENEFITS EXPERT | M&A INTEGRATION |
REVENUE GROWTH STRATEGIST | SUCCESSION PLANNING |
HUMAN RESOURCES | FINANCIAL SERVICES, HEALTH CARE,
MANUFACTURING INDUSTRIES**

VALUE-ADDED EXPERIENCE FOR BOARDS

Compensation and benefits leader with 30 years of P&L and operations experience in people strategy and human resources at WTW, a \$9B publicly traded global insurance and consulting firm.

Compensation consultant experienced in preparing and presenting board materials to compensation committees balancing fiduciary responsibility and risk management.

M&A leader integrating businesses and culture through three major mergers and North America pre-integration team sponsor during Aon's \$30B bid for WTW, the largest proposed global insurance merger.

Former Chair of the largest U.S. independent human resources industry association (HRMAC) responsible for board governance, financials, succession planning and CEO performance.

Managing director accountable for business strategy, revenue growth and margin improvement for \$4B revenue and 15,000 people.

BOARD EXPERIENCE

Café Momentum, Dallas Board Member

Cornell Alumni Association of Dallas Fort Worth President

Cornell University Council Appointed Member

Kellogg Network of North Texas Board Member and Speaker

Human Resources Management Association of Chicago Past Chair and Treasurer

American Heart Association Cotes du Coeur Executive Leadership Team Past Board Member

Richardson Symphony League Past Board Member

EDUCATION

Northwestern University

Master of Management (MM), J.L. Kellogg Graduate School of Management

Cornell University

Bachelor of Science (BS), School of Hotel Administration

PROFESSIONAL CREDENTIALS AND AFFILIATIONS

50/50 Women on Boards 50 Women to Watch for Boards Finalist

Dallas Regional Chamber of Commerce Leadership Dallas Graduate and Advisor

International Coaching Federation Associate Certified Coach (ACC)

International Foundation of Employee Benefit Plans Compensation Certification Variable Pay Author

PROFESSIONAL CAREER CHRONOLOGY

CHALLENGER, GRAY & CHRISTMAS, Dallas, TX

Senior Vice President, Executive Coaching 2025-present

Grow and scale a business at 15% annual growth rate.

- Introduced consistent product packages, pricing, sales materials, and process.
- Increased margins, engagement size, coach network and operational efficiency.

COACHMAUREEN, LLC, Dallas, TX

CEO 2023-2024

Launched an executive coaching practice as an entrepreneur.

WILLIS TOWERS WATSON (WTW), Dallas, TX and Chicago, IL

Managing Director | Country Leader, United States 2019-2022

Co-led a \$4B geography with over 15,000 colleagues in over 80 offices.

- Implemented client segmentation strategy to increase margins 9% to peer group levels.
- Created new sales strategy, region structure and North America leadership team.
- Sponsored the North America M&A pre-integration team for Aon's \$30B bid for WTW.
- Delivered compensation & benefits strategy to clients and profitable revenue growth on a \$15M book.
- Navigated cyber security requirements and shift to working from home during a global pandemic.
- Coached transformation teams, sales leaders, executive women and 90 global high-potential talent.

Managing Director | Region Leader, West 2017-2019

Directed a \$500M-plus region of over 4,000 colleagues in 20 offices across 17 states.

- Achieved top performing region with 3-year average growth rate of 15%.
- Set vision and executed strategy across a balanced matrix of operations leaders.
- Sponsored an innovation challenge to generate hundreds of process improvement ideas.
- Led diversity, equity and inclusion (DEI) efforts across 8 West region markets.

Managing Director | Market Leader, Dallas 2012-2017

Guided a \$100M-plus market employing over 500 colleagues in four offices.

- Guided leaders and teams to grow revenue by 10% annually across 100 target clients.
- Recognized as the top 3 office for profit and revenue growth in first year.
- Created and conducted training to grow people's capability in cross-selling and financial acumen.

Director of Account Management | Account Director, Chicago 2003-2012

Managed P&L and a team of 12 for a \$50M+ office with a 10% annual growth rate.

- Generated \$3M in annual profitable new business through relationship selling and proposals.
- Inspired cross-functional teams to flawless delivery of services to Fortune 1000 clients.
- Consulted with clients on retirement, health care, rewards, talent, global and M&A.
- Facilitated a client-led medical devices national industry group hosting annual meetings and webcasts.

Compensation Office Practice Leader | Compensation Consultant Chicago 1993-2002

Supervised a team of 15 compensation professionals with P&L responsibility.

- Prepared and presented board materials to client compensation committees and management.
- Sold and designed base and variable compensation systems.
- Conducted presentations and training on all aspects of compensation.