

Leadership Edge

Featured



Mentor

Carolyn Hayden-Garner

Carolyn is a seasoned executive in global workforce operations and enterprise technology, with over 30 years of experience guiding complex multinational organizations across North America, South America, EMEA, and APAC. She has led large scale workforce infrastructure and HR technology transformations, supporting workforces of up to 100K employees, while driving operational efficiency, ensuring compliance, and enhancing overall organizational performance.

Carolyn has held senior leadership roles at Tesla, Northrop Grumman, CBRE, and Dallas Independent School District, driving the modernization of payroll and human capital operations through world-class ERP implementations. She also was a key partner in leading the design and deployment of a custom timekeeping and time clock system that eliminated manual entry and reduced errors by 90%.

Over the course of her career, Carolyn has led numerous enterprise wide initiatives, including the design and rollout of a fully global in house HR and timekeeping platform generating more than \$10M in cost savings; consolidation of six payroll providers across 44 countries in EMEA into a single operating model delivering \$500K in annual savings; and implementation of advanced third party technologies that improved operational efficiency in North America by more than 100%.

In addition to her corporate leadership, Carolyn is committed to mentoring, coaching, and leadership development. She works with both emerging and established talent to expand leadership capacity and position themselves for greater influence and career advancement. Drawing on more than three decades of executive experience, she helps professionals build confidence, navigate organizational dynamics, and accelerate their growth.

Carolyn is also a sought-after speaker on talent development, HR and Payroll insights, and leadership growth. She is frequently invited to share insights on developing highly potential professionals and transforming the trajectory of emerging talent. Through her mentorship and dedication to developing others, she has helped place and elevate top talent within several Fortune 100 companies, contributing to stronger leadership pipelines and long-term organizational success. Her dedication to personal and professional development reflects not only in her career but also in the relationships she cultivates and the communities she serves.

Carolyn served nine years as President of the Oracle Human Capital Management Users Group (OHUG) and now continues her involvement as a Board Advisor. She also served two years as the International Oracle Users Council Spokesperson, advocating for Oracle's global user community. Beyond her corporate leadership, Carolyn has over a decade of nonprofit board experience and currently serves as a National Board Trustee for the Boys & Girls Clubs of America.

Carolyn has been married for 39 years to Thomas and is the proud grandmother of four (and admittedly spoiled) amazing grandchildren: Paxton, Caysen, Preslyn, and Parker. They are the joy and chaos of her life, keeping her on her toes while inspiring her to teach them about faith, service, and character often through patience, laughter, discipline, and the occasional bribe of mango sorbet. She is blessed with two phenomenal children: Thomas, who serves as a Pastoral Care Pastor, and Cassie, who works in the health care industry. Having navigated the challenges of building a demanding career as a woman, Carolyn knows firsthand the sacrifices it can require and the priceless reward of balancing professional achievement with family, love, challenges, tears, and plenty of laughter.