

## Jen Mahone-Rightler – Professional Bio



Jen Mahone-Rightler, a renowned leader in human resources and organizational transformation, serves as the Chief People Officer at the Texas Diversity Council. With over 20 years of rich experience, Jen has a proven track record of transforming organizations by championing human-centered leadership and fostering vibrant workplace cultures that prioritize people and wellbeing.

Known for her expertise in connecting business strategy with innovative HR talent initiatives, Jen excels at brokering content partnerships and developing creative solutions to marketing and business challenges. Her strategic approach ensures that the People & Culture functions evolve in tandem with the organization's rapid growth, seamlessly integrating strategic planning with hands-on execution. Her leadership is characterized by a unique blend of purpose and passion, driving a culture that not only meets but exceeds organizational goals.

In her role at the Texas Diversity Council, Jen is tasked with aligning and partnering across the business to enhance the People & Culture functions. She is responsible for creating and executing a robust People & Culture vision and strategy that supports Texas Diversity Council's ambitious expansion within the next 3-5 years. She will implement cutting-edge people practices tailored to the organization's distinctive culture, building a high-performing team that embodies Texas Diversity Council's core values. As a trusted advisor, she fosters a collaborative environment and strategic direction, enabling People & Culture Directors to excel and contribute to the organization's broader objectives.

Jen's approach is holistic, managing budgets, developing metrics to showcase the team's impact, and driving continuous improvement. She champions the organization's mission, serving as an ambassador for its values and fostering employee engagement by connecting their work to the larger purpose of transformative change.

A strategic partner to the CEO and Senior Leadership Team, Jen helps determine business goals, growth plans, and operational philosophies, while developing the organization's people and culture. She is a skilled coach, working with senior leadership and high-potential leaders to enhance their performance and achieve the organization's larger goals. Jen also effectively manages employee relations, and talent management systems, framing challenges as opportunities for learning and growth.

Before her current role, Jen was instrumental at Epsilon, a global marketing leader, where she brought her expertise in talent integration, executive talent acquisition, and leadership development. At Boeing South Carolina, she developed a comprehensive People & Culture strategy for a vast workforce, significantly impacting the company's culture and operations.

Jen's dedication extends beyond her professional roles. She is the Founder-CEO and Principal Partner at Elements2Inclusion, a full-service HR boutique firm focused on connecting and defining what truly "matters" to drive profitable, growing global businesses. The firm achieves this through strategic people agendas, innovative talent strategies, culture transformation, and change management for clients across the B2B sector. Notable clients include the University of South Carolina, the City of Charleston Police and Fire Departments, and the Boys & Girls Club. Jen is also a highly sought-after thought leader, contributing to top HR outlets such as Newsweek, The Employee Benefits Network, Success Magazine, SHRM, AARP, WorkLife, and the BBC.

Her commitment to community and professional service is evident in her board positions, including President of the Illinois Diversity Council, the Racial Justice Institute, the Texas Diversity Council and her current roles with the Mary Lou and Arthur Mahone Endowment Fund as an advisor, Women in Leadership Advisory Board Member at Houston Christian University. A founding member of Hacking HR's Experts Council, Jen was recently recognized as one of the Top 100 African American Business Leaders.

Jen Mahone-Rightler's dynamic leadership, strategic vision, and deep commitment to fostering inclusive, high-performing organizational cultures make her a transformative force in the field of human resources. Her ability to connect business strategy with HR talent initiatives and her innovative approach to solving business challenges position her as a pivotal leader driving organizational success and growth.