



Les Thompson

Chief Human Resources Officer
ProMedica

Les Thompson was named Chief Human Resources Officer for ProMedica, a national health and well-being organization in April 2019, and as a member of the Executive System Leadership Team, is accountable to develop and execute the ProMedica system HR strategy. Additionally, Thompson serves as a strategic business partner to lead and support matters related to talent management, succession planning, organizational effectiveness, total rewards, diversity, equity and inclusion, HR shared services, and all programs and practices that enable organizational performance.

Prior to ProMedica, Thompson worked at Grainger in a variety of roles and as a member of the Grainger HR Leadership Team, he was responsible for leading and supporting Grainger's strategic growth initiatives. As HR Director for Specialty Brands, Mergers & Acquisitions (M&A) and Brazil, he was responsible for developing and executing a strategy for acquired companies, fully integrating acquisitions into core Grainger, and divesting or exiting businesses not core to Grainger's strategy. As Sr. Director, HR – Corporate Functions, HR Shared Services and M&A, Thompson was accountable for supporting various senior executive leaders, all HR operational processes and M&A for HR. Subsequently, he rose to Vice President, HR – International Businesses, Online Businesses, Global Product Management and M&A, and Vice President, HR – Talent Acquisition, Inclusion & Diversity, International Businesses, and Corporate Functions.

Thompson also worked at Owens Corning (OC), where he started as Plant HR Leader in Amarillo, Texas before being named Global HR Leader. He was later promoted to Asia Pacific HR Leader - CSB and then served as HR Director for the Corporate Functions, which included Global Innovations, Sustainability, Safety, Legal, External Affairs and Human Resources.

Before joining Owens Corning, Thompson worked at Target Corporation for more than 10 years in various key positions in HR and as a General Manager.

Thompson holds an M.B.A. Degree at University of Phoenix and a double bachelor's degree in Human Resources & International Business at Indiana University - Kelley School of Business.

ProMedica is a mission-based, not-for-profit health and well-being organization headquartered in Toledo, Ohio. It serves communities in 28 states. The organization offers acute and ambulatory care, an insurance company with a dental plan, and post-acute and academic business lines. The organization has more than 49,000 employees, 13 hospitals, 2,500+ physicians and advanced practice providers with privileges, 1,000+ healthcare providers employed by ProMedica Physicians, a health plan, and 330+ assisted living facilities, skilled nursing and rehabilitation centers, memory care communities, and hospice and home health care agencies. Driven by its Mission to improve your health and well-being, ProMedica has been nationally recognized for its advocacy programs and efforts to address social determinants of health. For more information about ProMedica, please visit www.promedica.org/aboutus.