



Amy Cappellanti-Wolf

BUSINESS LEADER

Most large organisations are running multiple transformations at once: an AI rollout, a restructuring, an integration, a culture reset. The people function is asked to absorb all of it without slowing the business or breaking the workforce. Few HR leaders have actually done this at scale across listed tech, consumer goods and entertainment, and fewer still know what to keep when the model changes.

Amy Cappellanti-Wolf is a global Chief People Officer who helps companies hold culture, talent and leadership together through IPOs, M&A, restructures and AI-led change.

Amy Cappellanti-Wolf's 2026 Biography

Why organisations work with Amy Cappellanti-Wolf

- She has held the CHRO seat at Dayforce, Cohesity, Symantec and Silver Spring Networks, including taking Silver Spring Networks public on the NYSE in 2013.
- Her HR career runs from Frito-Lay and The Walt Disney Company through Sun Microsystems and Cisco, so she can speak credibly to consumer, entertainment and enterprise tech leadership teams in their own language.
- At Dayforce she runs people strategy at an HR technology vendor and acts as “Customer Zero” for the company’s AI-powered HR releases, which gives her an unusually concrete view of where AI lands in real HR operations.
- She works at board and committee level on talent and rewards, currently as Compensation Committee Chair at Softchoice and as a director or advisor at D-Wave Quantum, Betterworks and Wellist.
- Recognised externally on people and tech leadership: National Diversity Council Top 50 Most Powerful Women in Technology, Silicon Valley Business Journal Women of Influence, and the Forbes Human Resources Council.

Biography highlights

- EVP and Chief People Officer, Dayforce, since April 2024.
- Former CHRO at Cohesity, Symantec and Silver Spring Networks; led people strategy through Silver Spring Networks’ 2013 IPO.
- Earlier senior HR roles at Cisco Systems (2001 to 2009), Sun Microsystems, The Walt Disney Company and Frito-Lay (PepsiCo).
- Compensation Committee Chair at Softchoice (TSX: SFTC); board and advisory roles at D-Wave Quantum, Betterworks and Wellist.
- Forbes Human Resources Council member since 2018; National

AVAILABLE FOR

- After Dinner Engagement
- Coaching
- Masterclass
- Moderating and Emcee
- Panel Participation
- Speaking
- Training and Workshops

AMY'S SPEAKING THEMES

- Change Management
- Culture Transformation
- Diversity, Equity & Inclusion
- Employee Engagement
- Inclusive Leadership
- Talent Retention Strategies
- Workforce Transformation

LANGUAGES: English

Diversity Council Top 50 Most Powerful Women in Technology.

- Inducted into the Roll of Distinguished Alumni, WVU's John Chambers College of Business and Economics, in 2019.

Biography

Few CHROs have stood in the room for a Cisco-era leadership build, a Disney creative organisation, a Symantec security business and a Silver Spring Networks IPO. Amy Cappellanti-Wolf has. That cross-section is what gives her practical authority on what culture and talent actually take when a company changes shape.

Her current seat sharpens the point. As EVP and Chief People Officer at Dayforce, she runs people strategy inside an HR technology vendor and uses Dayforce's own platform as "Customer Zero" for AI-powered HR releases. That gives her a working view of where AI lands in payroll, performance and workforce planning, not as a forecast but as a live deployment.

Boards use her where rewards, governance and people risk meet. She chairs the Compensation Committee at Softchoice, sits on the board at D-Wave Quantum, and advises Betterworks and Wellist. Her recognition track record, Forbes HR Council, the National Diversity Council Top 50 in Technology, Silicon Valley Business Journal Women of Influence, sits alongside the operating record, not in place of it.

For senior buyers, the practical value is specific. She can talk credibly to a CHRO planning an IPO, a CEO integrating an acquisition, an HR team rebuilding engagement after a restructure, or a board asking what AI in HR really changes. The answers come from having done it, not from observing it.

Key speaking topics

- People strategy through IPO, M&A and divestiture
- AI in HR and the future of the people function
- High-performance culture in scaling tech companies
- Diversity, equity and inclusion as an operating discipline
- Leadership and talent for enterprise transformation
- The CHRO as a board-level voice on people risk

Ideal for

- CHROs and senior HR leaders preparing for IPO, M&A or large-scale restructure
- CEOs and boards weighing the people implications of AI deployment in core operations
- Compensation and talent committees considering rewards, succession and culture risk
- Technology, consumer and entertainment leadership teams running concurrent transformations

Audience outcomes

- A clear sense of how to sequence people priorities through IPO, integration and restructure
- A practical view of where AI changes HR operations now, drawn from a live enterprise deployment
- Sharper questions for boards and executive teams on culture, rewards

and talent risk

- Concrete language for inclusion outcomes that survive a politically contested environment

Amy Cappellanti-Wolf's 2026 talks & topics

Surviving and Thriving Through Enterprise Transformation

What it actually takes for the people function to hold an organisation together through IPO, M&A, divestiture and restructure.

Key takeaways:

- How to sequence culture, talent and rewards work across concurrent transformations
- Where the CHRO must lead and where the CEO and board must own the call
- The signals that an integration or restructure is breaking the workforce before the numbers show it

Developing a High-Performance Culture That Enables Growth

A working model for aligning culture with business strategy in fast-scaling technology companies.

Key takeaways:

- How culture decisions translate into hiring, performance and reward systems
- What to keep, change and retire when the operating model shifts
- Practical tests for whether culture is helping or slowing growth

Technology and Its Impact on HR's Effectiveness

How AI and HR technology are reshaping the people function, drawn from a live deployment at Dayforce.

Key takeaways:

- Where AI is changing day-to-day HR operations now, not in theory
- What HR leaders need to demand from technology vendors
- How to keep human judgement central as the toolset changes

Navigating Change Management in M&A and Divestitures Through People

Integration and separation planning with the workforce treated as a primary variable.

Key takeaways:

- How to design integration plans that preserve critical talent
- Why divestiture is a culture event, not just a legal one
- The first 100 days as a people problem, not an HR project

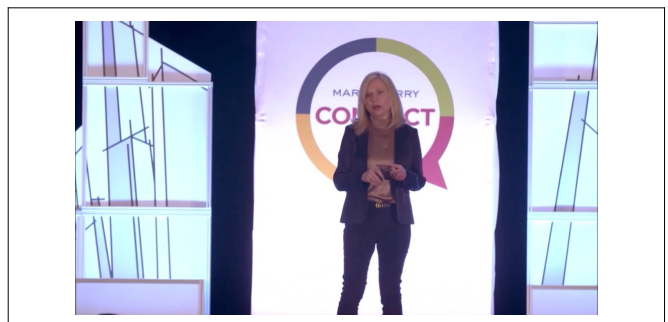
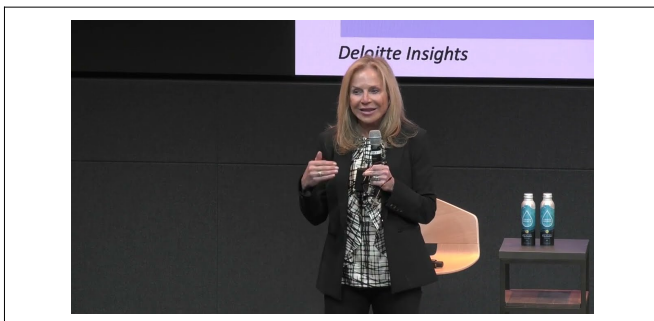
Keys to Creating a Diverse and Inclusive Workforce

Inclusion as an operating discipline rather than a brand or compliance exercise.

Key takeaways:

- How to set inclusion outcomes that hold up under board scrutiny
- The role of rewards, promotion and succession data in real DEI progress
- Where boards and executive teams should focus when DEI is contested

Amy Cappellanti-Wolf's Videos





What Amy Cappellanti-Wolf's clients say

We were thrilled to have Amy speak at our Workhuman Live event. She was authentic in sharing the Symantec story and her experience challenging mindsets throughout her career. Amy also provided great insight around building a more human workplace, including what sets companies apart when it comes to attracting and retaining talent and fostering inclusion in a global, high-tech organization. We strongly recommend Amy for events seeking a CHRO/executive who is passionate about creating a strategy and culture that enables both employees and the business to thrive.

Kevin Mullins

VP of Global Communications, Workhuman

Amy passionately shared her insights on “What They Don’t Tell You About Being a CHRO” at the CHRO Exchange in Orlando. She intertwined the role of human resources with the mission of her organization along with the impacts of acquisitions and changes in the business landscape. She energetically encouraged her peers to take calculated risks along with having a keen understanding of the wants and needs of stakeholders in order to inspire and influence.

Melissa Lattman

Conference Director, IQPC Exchange

Amy presented Rewards of a Diverse and Inclusive Workforce at HR West 2019. On a 5 pt. rating scale, Amy received a 4.71 for content and 4.79 for presentation skills, which are extremely favorable scores from an experienced and discerning audience. Feedback from attendees include, "Excellent presenter and this was worthwhile content for the Director/leadership level while still being accessible for those more junior in their HR career and development." and "Very knowledgeable, professional, great presenter." It was a pleasure to have Amy share key learnings from Symantec's 3-year diversity, equity, and inclusion strategy at HR West.

Lisa Hickey

VP Professional Development, Next Concept HR Association

Amy was a great speaker to work with for our event - she was reliable and presented an interesting project highly relevant and valuable to the UNLEASH audience. She contributed a new perspective that our attendees will be able to bring away and approach their own work with new vigor and understanding of how to 'survive and thrive' through major transformation - a key problem everyone is or should be facing today! We would be delighted to have her back at UNLEASH.

Paige Richmond

Conference Producer, Unleash