

# LEADING SEISMIC CHANGE

**CTHRA's HR Symposium**  
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## ADRIA ALPERT ROMM

**Chief Human Resources and Global Diversity Officer  
Discovery, Inc.**



As Chief Human Resources and Global Diversity Officer, Adria Alpert Romm is responsible for the acquisition, retention, management and overall professional wellbeing of Discovery's global workforce of more than 10,000 employees. A longtime partner and trusted advisor to Discovery President and CEO David Zaslav, Alpert Romm's leadership, vision and best-in-class initiatives have cultivated, bolstered and maintained the company's reputation as a socially-conscious, family-focused world-class employer. Upon joining Discovery in 2007, Alpert Romm played a key role in executing a significant business restructuring, including a realignment of Discovery's global workforce, which has focused the organization on growth, performance and operational efficiency.

In her time with the company, Alpert Romm has implemented a number of employee development and wellness initiatives that have reinforced Discovery's reputation as a best place to work, as measured by Fortune, Working Mother Magazine, Fatherly, Fast Company, the Cable and Television Human Resources Association (CTHRA) and Women in Cable Telecommunications (WICT), which in

2016 named Discovery the Best Programmer for Women in Cable. Alpert Romm's programs, including the recent launch of an industry-leading, enhanced paid parental leave and new paid caregiver leave policy for U.S. employees, earned Discovery recognition as America's #1 Most Just Company in Media as part of Forbes' inaugural "JUST 100 List" in 2016.

Among her many accomplishments have been the introduction of corporate guiding principles, global mentoring programs, an enriched internship program to build Discovery's talent pipeline, a partnership with The Will & Jada Smith Family Foundation to foster the development of the next generation of entertainment industry professionals, the creation of four on-site wellness centers and the construction of an on-site daycare center at the company's global headquarters which opened in 2008. She is also a key champion of Discovery's community outreach programs, including TLC's Say Yes to the Prom initiative, which she created as a single employee giveback event in 2012 and has since grown into a nationwide tour that impacts thousands of deserving high school students across the country each year. The program is now an on-air special and includes in-store Say Yes to the Prom line of dresses and jewelry. Most recently, she has played a key role in the acquisition and integration of Scripps Networks Interactive into the Discovery family. Since March 2018, she has served as the HR and Culture Transformation and Integration leader for the acquisition, where she has focused on building a workforce that is prepared to meet the changing media landscape while creating an inclusive company culture that is welcoming and supportive to all employees.

Prior to assuming her role at Discovery, Alpert Romm spent more than 25 years at NBC Universal, most recently as Senior Vice President of Human Resources, overseeing the NBC TV Network and Studio divisions, NBC News and cable networks, including MSNBC, CNBC, USA, SCI FI and Bravo. In her NBC Universal career, Alpert Romm held roles as Vice President of Human Resources for NBC's television network and NBC staff functions, as well as Vice President of Human Resources at CNBC and MSNBC where she oversaw human resource functions during the launch of MSNBC and played a key role in integrating Bravo and Telemundo into the NBC family of companies.

Alpert Romm currently serves on the board of directors for Motor Trend Group and OWN. Alpert Romm previously served on the board of directors for WICT and is the Vice Chairman of the board for the Emma L. Bowen Foundation. Alpert Romm was named CTHRA's 2011 HR Leadership Excellence Award winner and, under her leadership, Discovery has also been honored by The Walter Kaitz Foundation, the T. Howard Foundation and Cablefax. She graduated cum laude from Brooklyn College with a Bachelor's in Sociology and Speech.