

LEADING SEISMIC CHANGE

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MONICA CEDERSTROM

Global Director, Total Rewards

The Dow Chemical Company



Monica is the global HR Director leading the transformation program for Dow's HR organization and helping create the vision of Employee Experience for Dow. In this role, Monica is responsible for the oversight of an enterprise-wide HR management system implementation, redesign of end-to-end HR work processes and people programs, and the creation of a new HR operating mode. All of this change is to deliver a best-in-class employee experience, which will enable a best in class customer experience and business growth for Dow.

Monica joined Dow in 2004 as an HR Specialist with responsibilities for Dow's global employee engagement surveys, HR metrics and benchmarking, based in Midland, Michigan. In 2007, she took on the role of HR Manager at Dow's manufacturing site in Michigan, and later that year, assumed additional responsibilities as leader for the North American HR Development Program. In 2009, she was named HR Strategy Development Assistant where she directly supported the Executive Vice President of Human Resources and the global HR Leadership Team. At the start of 2012, Monica relocated to Shanghai, China as Compensation & Benefits Leader for Asia Pacific. She repatriated back to

Midland in mid-2013 to take on the role of global HR Business Partner for Dow's Polyurethane and Automotive Systems businesses. In February 2015, Monica was named global Director of Total Rewards, and assumed responsibilities for Dow's HR transformation program, HR Next Generation, in March 2017.

Monica holds a bachelor's degree in Psychology from Michigan State University, and a master's degree in Industrial Organizational Psychology from Central Michigan University.