

**Sarah Waite**

Sarah Waite is the Senior Director of Talent Strategy for Blue Cross Blue Shield, leading Associate and Leadership Development, DEI, Talent Management, and Talent Acquisition strategies for the organization. She joined Blue Cross in March of 2019 as a Business Partner supporting the core Blue Plan business. Sarah has over 25 years of HR experience in a number of different HR functions and industries. Before joining Blue Cross, Sarah was the VP of Talent Management for Abra, where she created a talent development strategy to support the organization’s growth. Prior to that Sarah worked at G&K Services, leading talent and leadership development. She played a key role in change management when G&K was acquired. She was at Medtronic for 8.5 years, and Target for 8.5 years respectively in a number of HR roles including DI, Talent Strategy, Recruiting, and as an HR Business Partner. Prior to returning to her home in Minnesota in 1999. Sarah lived in Connecticut for 7 years, working in HR roles in manufacturing and in the non profit sector. Sarah holds her MS in Sociology from Southern Connecticut State University and her BS from Boston University in Communications. She speaks regularly in HR forums including TCSHRM, Disrupt HR, and ERE. Sarah is the Vice President of the Board for the HR Executive Forum and authors the blog “The Business of Talent.”