



Melissa Harper is the Senior Vice President of Talent and Inclusion at Bayer.

In this leadership role, Melissa is responsible for developing, transforming and executing talent strategies that drives a high-performance culture of innovation and inclusion globally.

During her nearly 10 years at Monsanto, Melissa developed a global function responsible for attracting talent, development, ensuring an inclusive environment, shaping a digital culture, and delivering talent needs that align to strategic business goals and preparedness for the future workforce. Through best in class operational capabilities and analytics, she led enterprise wide talent transformation. This includes leading the following Centers of Excellence areas of Human Resources: Talent Acquisition, Talent Management and Organizational Capabilities, Analytics/Operations, Inclusion & Diversity, University Relations, Employer Branding, Talent Pipeline/Sourcing, HR Compliance, Contingent Workforce, and HR Shared Services. Melissa brings this experience to her expanded role at Bayer.

Melissa has been recognized as a Diverse Business Leader with the St. Louis Business Journal and most recently named to Black Enterprise Magazine's 2018 List of Top Executives in Corporate Diversity. Her team's efforts have led to Monsanto's brand recognition of an employer of choice across the world, including amongst the Top 25 World's Best Multinational Workplaces, and Top Diversity Company.

She began her career at Spencer Stuart Executive Search and later served as a Senior Vice President of Talent Acquisition at Whirlpool Corporation and Wachovia. Melissa's expertise includes executive search, inclusion as linked to business strategies, global transformation of talent strategies, assessment, development, and culture design.

Melissa is from Chicago, IL, and received her BA in Psychology from Roosevelt University, and her MBA from the Keller Graduate School of Management. She is on the Boards of the St. Louis YMCA, Diversity Awareness Partnership, and St. Louis Mosaic Project.