



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Alisha Penick

Chief People Officer



As chief people officer of the YMCA of Metro Atlanta, Alisha Penick is responsible for ensuring that the Association's talent strategy mirrors the Y's commitment to community, embodies the organization's mission, and stays true to the values of caring, honesty, respect, and responsibility. She's dedicated to fostering a culture that supports YMCA teams and individuals with the resources, knowledge, guidance, and autonomy they need, so they can provide best-in-class services and products for Atlanta communities. Alisha joined the Y in 2019 and reports president and CEO Lauren Koontz.

Tactically, Alisha oversees all functions of human resources, inclusive of HR systems, compensation and benefits, compliance, training, employment policies and procedures; leading talent management, development, career path and succession initiatives; and promoting culture, engagement, equity, diversity and inclusion throughout the association. She brings to her role a wealth of experience and hands on, "people-first" philosophy.

Prior to joining the YMCA, Alisha was Vice President of Employee Experience for Turner Broadcasting System, Inc., a global media company (now owned by WarnerMedia). There, she was chiefly focused on developing employee programs and experiences to attract and retain a global workforce of 13,000 employees. Additionally, she led the company's HR Transformation initiative focused on operational efficiency, adoption, behavior shifts, and accountability; oversaw global culture and engagement, measurably increasing collaboration and innovation, and garnering a number of accolades, including 15 years as Top 100 Companies for Working Mothers, 10 years as 100 Best Adoption-Friendly Workplaces, 17 years in Top 50 Company for Diversity, Best Programmer for Women in Cable; managed the Total Rewards, Global Employee Services and Technology, and Global Mobility teams; and advised on M&A/ Integration projects.

As Director of Employee Benefits, and in previous benefits-focused roles for Turner, Alisha was responsible for the strategic planning, management, marketing and communications, training and education, and administration of U.S. benefit plans, programs and policies; day to day operations; compliance; vendor search and management, culture integration, contract negotiations; liaising with global benefit colleagues; employer of choice surveys and brand management. She started her career at Caribiner International, in Atlanta.

As a volunteer and board member, Alisha has worked with a number of organizations including the Posse Foundation, the Cable & Telecommunications HR Association and the Clean Air Campaign.

Alisha is a graduate of Auburn University (BS, Human Resources; MBA, Health Administration) and of the Tuck School of Business at Dartmouth Women's Leadership Program. She's married to educator Dan Penick, and they have two children, Sydney and Parker. She loves travel, Halloween, spending time with her family and Disney World.