



Shaun Francis

SVP, Human Resources and Chief Human Resources Officer

Shaun Francis and his team are responsible for recruiting, developing and retaining the best talent to ensure the “CSM franchise” performs at the highest possible level.

Shaun joined CSM in 2014 from IntegraMed, where he was Chief People Officer for the private equity-backed outpatient healthcare company with a current focus on the fertility and vein care markets.

Previously, Shaun served as the Executive Vice President of Human Resources and Corporate Services with NextEra Energy, the parent company of Florida Power and Light that focuses on power generation from renewable resources. There, he led a team of over 400 employees and oversaw a budget of \$200 million across 156 corporate facilities.

Prior to joining NextEra, Shaun served as global head of Human Resources for GE Transportation. With \$200 million under management, he was responsible for all human resource activities including global labor relations. This entailed work counsels, labor unions, staffing, compensation and benefits, training and development, and mergers and acquisitions. First joining GE in 1994, Shaun worked on union relations and employee relations for GE Industrial Systems. He then spent five years on the Corporate Audit Staff focused on GE’s global initiatives, spending a total of three years in Asia, Europe and Latin America.

Shaun holds a Bachelor of Science in industrial and labor relations from Cornell University.