



# Retail Business Services

## Top Women in Grocery 2020: Dawn Rogers, Director of Human Resources

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Dawn Rogers has been named to Progressive Grocer's [2020 Top Women in Grocery](#) list. Based in Salisbury, N.C., she serves as Director of Human Resources for Retail Business Services, the services company of Ahold Delhaize USA.

In her role, Rogers leads a seasoned team of Human Resource Business Partners (HRBPs) in the company's People Systems & Services Department. Aligned by department, HRBPs ensure that Retail Business Services has the right associates in the right roles and help effectively implement HR strategy within their area of focus. The team leverages their deep knowledge of the business to serve as key liaisons for associates.

Rogers was one of four Retail Business Services women-leaders recognized by Progressive Grocer for outstanding leadership capabilities and honorable achievements. Dedicated to providing a better place to work and creating a more engaging associate experience, she is proud to be recognized for the impact the HRBP model has on the business.

"It's an honor to be named alongside such influential women in Retail Business Services and in the grocery retail industry as a whole," said Rogers. "I'm proud to be a part of a company that values and promotes professional growth in so many ways. Retail Business Services provides opportunities

for all associates to get involved, develop their skillset and support diverse initiatives – at work and in our communities.”

Rogers is a trusted advisor to senior executive leadership for leading HR strategies and execution. With more than 25 years of experience and five years in the grocery retail industry, she helps shape the company’s culture, enhance performance and drive associate development.

“One of the great things I get to do in my role is mentor and coach leaders,” said Rogers. “I love to reflect on the leaders I’ve worked with and see their growth. It’s gratifying to perpetuate the coaching, feedback and advice I’ve received over the years to help others become stronger leaders too.”

In fact, one of her proudest achievements from the past year was standing up an associate growth and development framework, My Leadership Journey, which provides tools, resources and workshops to help associates foster leadership skills and drive career growth at all levels.

Rogers’s career in grocery retail began in 2015 with Delhaize America. She felt it was necessary to experience and understand the grocery business beyond her customer perspective to excel as a thought leader in the HR sphere.

“When I first joined the organization, one the first things I did was go into a local Concord, N.C. Food Lion store where I worked in every department – from cutting steaks, restocking produce and frosting cupcakes to running the register,” noted Rogers. “I also joined leaders for store walks, grand openings and remodeled stores. I asked a lot of questions and listened hard. These experiences are invaluable, and they helped me develop a balanced approach to addressing business issues and influencing outcomes.”

Rogers earned her degree from the State University of New York’s Institute of Technology at Utica & Rome, N.Y. She is a founding member of Lake Norman HR, a chapter of the Society for HR Management (SHRM), which was formed in 2016, where she has held leadership positions including secretary, president-elect and president. She has served seven years on the Board of the Partnership for Young Children, a non-profit dedicated to increasing learning and healthy development of children from birth to age 5. In her spare time, she loves to go camping with her family or to curl up with the latest James Patterson book.