

# Executive Biography

## Global HR Management Team



### **DAN HEALEY**

**SVP & Head of Human Resources**  
**SAP Customer Success**

As the Head of HR for SAP Customer Success, Dan Healey provides HR leadership across the global HRBPs for the Customer Success organization in support of 40,000 global sales, services, partner, and customer engagement colleagues across 100 countries. In this trusted-advisor role, Dan helps build skills for the future, helps drive SAP's winning culture, and helps change the way we lead.

Dan joined SAP in 1998 and has spent most of his career as an HR business partner in the global HR delivery and North America HR organizations. Previously, he was vice president of HR supporting North America's Digital Business Services organization. Dan has supported client groups in license sales, presales, operations, global services sales, and delivery consulting. Most recently, Dan served as the SVP and head of HR for SAP North America, providing consultation and delivery of HR solutions that ensured SAP's people strategy and programs met the needs of the region's more than 24,500 employees. In March 2020, Dan led SAP NA's COVID-19 crisis management response including the closing / re-opening of 62 offices across the US and Canada, transition to 100% Flex Work, enhanced Total Rewards offerings, and the continual focus on employee inclusion, mental health, and wellness.

Prior to joining SAP America as an HCM Application Analyst in 1998 to support SAP's internal Payroll migration project, Dan worked in higher education for two years following a two-year commitment as a volunteer English teacher on the developing islands of Chuuk, FSM in the western Pacific Ocean.

Dan holds a bachelor's degree in Philosophy from Mount Saint Mary's University in Emmitsburg, Maryland, a master's degree in HR Development from Villanova University in Villanova, Pennsylvania, and an MBA in Technology and e-Commerce from West Chester University in West Chester, Pennsylvania. Dan and his wife, Jennifer, have three children and live outside of Philadelphia. During his free time, Dan enjoys spending time with his family, watching his kids' sports and dance activities, volunteering for his church community, reading, jogging, and supporting the American Red Cross and other organizations committed to improving people's lives.

