

Sharon R. Hidalgo

Segal Vice President, Chicago



Sharon is a Vice President at Segal, a leading benefits, strategic human resources and investment consulting firm. She is responsible for business development for Segal's Midwest region, supporting Segal's Corporate market and the development of Segal's Architecture, Engineering and Construction vertical market. She has nearly 20 years of experience as a successful business developer in the professional services industry, focused on employee benefits and HR work.

Sharon is a member of the National Association of Women in Construction (NAWIC), the NAWIC Chicago Metro Chapter #325, the National Association of Black Women in Construction and Chicagoland Associated General Contractors. Sharon has actively championed diversity, equity and inclusion (DEI) as a member of NAWIC's DEI committee, which aims to address gender disparities, foster equitable career opportunities and establish an inclusive culture. She currently serves as the Co-Chair of the National DEI committee for NAWIC where she celebrates and promotes the role of women in the construction industry. Sharon also serves as National Corporate Membership Chair for NAWIC.

In January 2024, the National Association of Black Women in Construction named Sharon Member of the Year. In February 2024, she was featured in NAWIC's *Connections Newsletter* (February 24, 2024) as ["Best Person for the Job."](#)

Sharon was invited by Gannett Fleming to join the NYBuild 2024 panel discussion ["Constructing a Better Future: The importance of ESG and Social Responsibility."](#) Sharon shared her perspective that "social responsibility in construction includes environmental stewardship, community engagement, ethical practices, and long term planning. Women play a crucial role in driving innovation, diversity and sustainability within the construction industry, contributing to its growth, resilience and social impact."

At NAWIC's 25th Annual Women in Construction Week in March, Sharon was a panelist with the Department of Labor's Occupational Safety and Health Administration (OSHA) about "Women's Participation in Federal Construction Contracts: Best Practices." She shared how employers should consider caregiving benefits as a part of their recruitment and retention strategy of women in the industry, including tradeswomen and company staff and apprenticeship programs.

Sharon also presented "The Employer -Employee Social Contract Is Evolving: What Does that Mean for You?" to the AGC Chicagoland chapter and Health and Safety Leaders at its Spring Forum 2024.

Sharon is also a lifetime member of the National Association of African Americans in Human Resources and has served as a global vice president of human resources. She also serves on the Board of Changing Worlds, a nonprofit organization that promotes cross-cultural understanding through oral history and writing arts educational programs. She is also a member of the National Association Health Services Executives and the Society of Human Resource Management.

Prior to joining Segal, Sharon was a client development director for the West at Buck, where she developed a new business pipeline. She also led prospect and client events that had a high participation rate and generated new revenue opportunities. Sharon's oversight of business development initiatives included RFP responses.

Prior to joining Buck, Sharon was Vice President of global operations for Elements Global Services, an award-winning HR technology and services company. In that role, she oversaw operations and shared services for global payroll, benefits, visa and immigration processes, supported more than 80 accounts and achieved a 55 percent increase in selling new products and services. She has also worked for Xerox Corporation, Affiliated Computer Services, Hewitt Associates and Marsh USA.

Sharon earned a BA in Speech Pathology from Indiana University (Bloomington). She is a Certified Global Payroll Professional and a Certified Master Sales Trainer in Consultative Selling.

Sharon R. Hidalgo
shidalgo@segalco.com
312.414.9470
segalco.com