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"I encourage anyone to be focused and engaged as much as possible in what they are doing. Have a goal, short-term goals are better especially when you are first starting your career, and above all, enjoy what you do."

Shannon Boyle

President, Hewitt Associates Puerto Rico

BY LAWSON D. THURSTON

Shannon Boyle first arrived in Puerto Rico as a brand-new college graduate and a newlywed. Twelve years later, at age 35, she is the president of Hewitt Associates Puerto Rico, a full-service human resources consulting and outsourcing company where she oversees 115 associates at its Hato Rey offices.

Her meteoric rise to the top is remarkable, but once you meet Boyle it doesn't take long to realize why she has become a success at such a young age. Intelligent, determined, and enthusiastic about her work, she knows what it takes to succeed and part of that formula, according to her, is to surround herself with a good team of people and empower them to excel.

"I need to emphasize success has a direct correlation to the team you surround yourself with. That's what being a leader is all about, leading other people and allowing them to be successful, pulling obstacles out of their way," said Boyle.

Born in South Carolina to southern parents, Boyle always wanted to emulate her father in her professional career. Her father was an electrical engineer who later got into the management side of business. "I remember thinking, I wanted to be just like Dad. I always thought that the way to get into business was to combine engineering

with management studies." So at Purdue, she completed a special program, which combined industrial engineering and industrial management.

That is also where she met her husband Alberto Cordero, who is originally from Aguadilla. They married right after graduation and moved to Puerto Rico. Boyle likes a challenge and moving to Puerto Rico was a major challenge for her, "I came here as a recent graduate, not knowing what I was going to do with my career." Soon after her arrival, Boyle landed a job with a major healthcare/financial services company. After six years with the company, the couple and their two young children moved to Madrid, Spain where Boyle's husband (an information technology consultant) worked on a special assignment for two years. After their stay in Europe, Boyle was recruited by Hewitt to work in their New Jersey offices, which she did for six months prior to being transferred down to Hewitt Puerto Rico.

In addition to her responsibilities as president of Hewitt Puerto Rico, Boyle also maintains the title of benefits practice leader for the region, which allows her to not only keep a pulse on human resources and labor issues in Puerto Rico but also throughout Latin America.

Reflecting on the trajectory of her career up to this point, Boyle says, "I have always been a consultant ever since I graduated from college. I don't think anyone goes to college and says they are going to be a consultant, it just happens to be the profession I landed in."

Boyle has the following advice for young people, "I encourage anyone to be focused and engaged as much as possible in what they are doing. Have a goal, short-term goals are better especially when you are first starting your career, and above all, enjoy what you do."

Boyle's future plan for Hewitt Puerto Rico is to continue growing the business at a double-digit rate, with the goal of doubling the business in five years. As Boyle reflects on where she's headed, she says, "I came to a fork in the road and an opportunity to go into a leadership position was given to me, and I chose this path. It's not necessarily a time when you make the right versus the wrong choice, but it's the difference between left and right and how that path kind of takes you for the rest of your career. It takes a good 10 to 12 years to get to a point where someone is going to offer you that opportunity if you're good." ■

Birth Date: April 21, 1971

Place of Birth: Columbia, S. C.

Education: B.S. Industrial engineering & industrial management, with a minor in French

Marital Status: Married to Alberto Cordero. Children: Emilio (12), Anna (11).

Favorite Food/ Restaurant: Indian food, Spanish food (seafood), Marisquería Miro

Favorite Beverage: Crystal Light

Favorite Place to Shop: Chicago

Dream Destination: Tierra del Fuego, Argentina (the glaciers)

Car She Drives: Jeep Grand Cherokee

Nightstand Reading: "The World is Flat" by Thomas Freidman, "The Kite Runner" by Khaled Hosseini

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