

Biography
Grace MacArthur,
VP, HR Mattel Brands & Leadership Development, Mattel, Inc.



Grace MacArthur is a Human Resources Executive with 20 years of global business experience. She has been an executive with Mattel since joining the company in 2000. Mattel is the world leader in designing and manufacturing toys, collectables, and games. Mattel's brands include Barbie®, Fisher-Price®, Hot Wheels® and American Girl®. With \$6 billion in annual sales, Mattel employs 25,000 people throughout the world, is headquartered in El Segundo, California and sells its products in more than 150 nations.

Grace has been the VP of HR for Mattel Brands, since 2008. Along with her team of 8, she provides HR support to 1200 employees responsible for designing, developing, marketing and selling some of the world's best known toys, games and puzzles and entertainment property products, including Barbie®, Polly Pocket®, Monster High®, Hot Wheels® and Matchbox®. Grace has also been responsible for Mattel's worldwide Leadership Development and Talent Management functions since joining the company in 2000. With 10 employees on staff, her responsibilities include worldwide succession management, executive development, the corporate university, organizational development and performance management.

Since she started the Leadership Development function at Mattel, it has attained both internal and external recognition. At Mattel, her function has been awarded

Grace MacArthur (cont'd)

Mattel's Dolphin Award in 2003, the Mattel International People Development Award in 2005 and one of the first Mattel Innovation Circle Awards in 2007. Mattel was also awarded *Workforce Management Magazine's* 'Global Outlook' Optimas award in 2004 and Mattel's 'Develop People' strategy was the cover feature of *Workforce Management Magazine* in June 2006. In 2010 Grace received the Mattel Chairman's Award, in recognition of Leadership Development's impact on the culture of the company.

Before Mattel, Grace was the head of Executive and Management Development at Atlantic Richfield (ARCO) Oil Company. She began her work with Atlantic Richfield in Europe. While at ARCO, she had various responsibilities in Human Resources, including Compensation, Policies, Financial Development, and HR General Management. Prior to ARCO, Grace held various Human Resources positions in the UK, both in the Oil & Gas and Cable Television industries.

Grace received her M.A. from Aberdeen University in Scotland, and her graduate degree in Human Resources Management from Robert Gordon's University. She is a chartered member of the UK Institute of Personnel and Development and has served on the advisory council for the Center for Effective Organizations at the University of Southern California.

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