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Terry is currently the Organizational Development (OD) Global Leader for Cargill under the Talent & Performance Center of Expertise. Prior to this role, Terry was HR Leader for the Food Ingredients and Systems (FIS) Competitive Excellence Program. Terry recently served as HR Integration Lead for the Ardent Mills JV (Horizon Milling and ConAgra Mills), and Joe White Maltings acquisition in Australia. Previously Terry was HR Director for the FIS Health and Nutrition Business Unit, FIS North America Go-to-Market, and global Enterprise Development Team organizations; this includes responsibility for the FIS NA Sales and Marketing functions. Before joining FIS HR, Terry was a member of Cargill's Organization Effectiveness Business Consulting group where he developed and led the Strategy Execution practice area.

Prior to joining Cargill, Terry spent 10+ years with Personnel Decisions International (PDI), a global consulting firm, in a variety of roles, including Senior Consultant, Regional Director: EMEA and Asia-Pacific for the Human Capital Strategy and Sales Effectiveness Practice Areas, and served as assistant general manager for the Twin Cities Operating Office. Before that, he held a variety of HR generalist and financial roles, and served as a captain and regimental 2IC in the South African Defense Force (Artillery) for several years.

Terry has an M. Ed from the University of Minnesota in Human Resource Development (HRD) and Adult Education.

Terry lives in suburban St. Paul with his wife and children.