

Ericka Stephens

CHIEF HUMAN RESOURCES OFFICER |
PISTON GROUP

As Chief Human Resources Officer, Ericka is responsible for developing, implementing, communicating, and executing the Piston Group's strategic plan for human resources.



Ericka joins the Piston Group with nearly 20 years of experience in Human Resources leadership for complex organizations and a track record of building cross functional teams from the ground up. Ericka is a collaborative business partner for CEO and C-Suite executives, focused on ROI, shaping culture, and building a workplace to support transformative growth in times of disruption.

Previously, she was Chief Human Resources Officer for Pace Industries, North America's leading full-service aluminum, zinc and magnesium die casting manufacturer, where she developed and executed human resource strategy in support of the overall business, specifically in the areas of succession planning, talent management, change management, organizational and performance management, training and development, and community presence.

Prior to joining Pace, Ericka served as Vice President of Human Resources for Faurecia, a publicly held tier one global automotive manufacturing supplier. Earlier in her career, she held leadership positions in the transportation industry and higher education. Ericka has expertise in resource management and

manufacturing operations, with the ability to influence strategic decisions that strengthen the financial health of organizations. Purpose and people driven; she embraces servant leadership and understands the importance of culture when building high performing teams.

Ericka is a true Michigander – born and raised in Benton Harbor, Michigan. She attended the IGNITE Leadership Program at the London Business School and the Strategic Human Resource Planning Program at the University of Michigan. She received her Bachelor of Science in Business, with a concentration in Management and her Master of Arts in Organizational Development from the University of Phoenix in Livonia, MI.

She is passionate about living life, personally and professionally, with purpose; never taking time or people for granted. Her philanthropy focuses on health and wellness and advancing young, diverse professionals. She often says, "One day you will be someone's ancestor. How do you want to be remembered? What will be your legacy?".

