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Michaela Leo is a distinguished professional with more than 20 years of experience in compensation and benefits. She currently serves as the head of compensation and benefits at Ipsen, where she is responsible for the design and implementation of market-leading, differentiated compensation, benefits and mobility programs for the United States and Canada. Michaela holds Global Remuneration Professional (GRP) and Compensation Professional (CCP) certifications from WorldatWork—globally recognized certifications that showcase her commitment to upholding the highest standards in compensation management. She is also a Certified Benefits Professional (CBP), further demonstrating her expertise in the field. Michaela has a master's degree in psychology from Mumbai University (India), an M.Phil. degree from the University of Birmingham (UK) and an M.B.A. degree from Regis University.