

Larry Solomon
CEO Solomon People Solutions



Helping organizations build sustainable competitive advantage through their People strategies.

- An accomplished and driven executive, with over 25 years of multi-national business experience.
- Designer and implementer of creative and pragmatic approaches that have been effective in unlocking the potential of the human resource of many companies.
- Successful re-designer of the HR function to become value-adding business partners.
- Published author of a book on organizational change.

Larry Solomon served in Executive positions in Sales and Human Resources, in three Continents, for over 25 years.

He held the position of executive vice president of human resources for the Dr Pepper Snapple Group (DPS) from 2003 to August 2013. In this role, he was responsible for a company of approximately 20,000 employees in more than 250 facilities across North America, and the Caribbean.

In this role, Larry contributed significantly to the company's transformation into an independent, fully integrated beverage business, with specific focus on engaging 20,000 employees behind the execution of strategy. This challenge included the consolidation of four separate beverage companies, the acquisition and integration of Dr Pepper/Seven-Up Bottling Group and other major independent bottling and distributing businesses and the establishment of DPS when it spun off from Cadbury Schweppes plc in 2008.

Larry's service to DPS and Cadbury has spanned 29 years and three continents. After serving for three years as Organizational Development director for Cadbury Schweppes from their London-based headquarters, he moved to the U.S. in 1999 to become senior vice president of HR for Dr Pepper/Seven Up Inc.

He joined the company in 1985 in his native country of South Africa, serving on the board of management as director of human resources for a wholly owned subsidiary. He was then promoted to sales director, leading a large sales force in serving national retail and foodservice accounts for Cadbury Schweppes' beverage business in South Africa before moving internationally with the company.

Larry now runs his own consultancy business, facilitating organizational change and strategy development & execution.

He lectures on Change management for the Executive MBA programs at the University of Texas at Dallas.

Larry received a training and development diploma through the Institute of Personnel Management in South Africa and holds an M.B.A. from the University of Texas at Dallas, and obtained his Black Belt in Lean Six Sigma from UT Arlington.

He and his wife, Charmaine, have four children, and live in Plano, Texas.

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