

Bettina A. Deynes

Global Chief Human Resources Officer, Carnival Corporation Ltd.

Bettina leads the global human resources function for Carnival Corporation and its eight cruise lines, overseeing the people strategy for more than 160,000 team members representing 150 countries. Reporting to the CEO, she is responsible for the corporation's enterprise human capital strategy and the full range of HR functions, including talent acquisition and management, workforce planning, leadership and organizational development, total rewards, employee relations, workforce intelligence, HR operations and technology, culture, engagement, employee experience and well-being. She works closely with the company's operating units to align people priorities with business strategy, strengthen collaboration and create career opportunities across the enterprise.

In addition, Bettina oversees the corporation's enterprise Crew Lifecycle Management function, which connects crew recruitment, hiring, onboarding, training, scheduling, travel and ongoing support across the cruise lines. She also leads the company's Facilities function, including the development and construction of Carnival Corporation's new world headquarters in Miami, as well as its corporate aviation function.

Bettina has more than 30 years of experience in management and human resources. She previously served as Chief Human Resources Officer for Carnival Cruise Line, where she led shoreside and shipboard HR, shaped workforce planning strategies and provided critical support through the unprecedented pause and restart of cruise operations.

Bettina earned the National Women's Conference Top 100 Women in Business award. Under her leadership, Carnival Corporation continues to receive distinguished recognition for its employee experience and workplace excellence.

Bettina is a sought-after motivational speaker on topics including human resources, culture, leadership and the future of work. She has been featured in numerous publications, and is also an author whose published work includes the 2013 novel "Alejandra's Quest."

Roles & Chronology

2022 – Present	Global Chief Human Resources Officer, Carnival Corporation
2019 – 2022	Chief Human Resources Officer, Carnival Cruise Line
2018 – 2019	Senior Managing Partner, Surrogate CEO
2014 – 2018	Chief Human Resources Officer, Society for Human Resource Management (SHRM)
2012 – 2014	Chief Human Resources Officer, City of Alexandria, Virginia
2011 – 2012	Chief Human Resources Officer, National Association of Social Workers



2009 – 2011	Adjunct Faculty, Master's Program in Sports Management, Georgetown University
2006 – 2011	Vice President, Human Resources, The Washington Nationals Baseball Club
2003 – 2006	Director of Human Resources, Washington Wholesale Company
2001 – 2003	Director, Global Commerce and Information
1999 – 2001	General Manager, Allen Holbrook
1993 – 1999	Manager, Human Resources, PMM Companies

Corporate & Charitable Leadership

In 2026, Bettina was appointed to the SHRM Executive Council, an invitation-only advisory group of senior CHROs, business leaders and academics that helps shape SHRM's research and priorities on talent, risk, culture and performance. She also serves on the HR Innovators Advisory Board and FIU's Chaplin School of Hospitality & Tourism Management Advisory Board.

Her prior leadership service includes representing Northern Virginia on the International Public Management Association for Human Resources Virginia Chapter Board of Directors and serving as a U.S. voting member of the International Organization for Standardization.

Educational Background

Bettina earned a Bachelor of Science in Business Administration from the University of Phoenix and two master's degrees from the University of Maryland Global Campus: a Master of Science in International Management and Business and a Master of Science in Business Administration. She holds the Senior Professional in Human Resources certification from the HR Certification Institute and the SHRM Senior Certified Professional credential.