



## **Maggie Novo-Chavarry**

**Senior Principal, Client Experience Professional  
ADP Strategic Advisory Services  
Miami, Florida**

Maggie Novo-Chavarry is a senior principal in ADP's strategic advisory services group. ADP's strategic advisory services is a team of experts that helps clients develop and execute highly effective human capital management (HCM) strategies in the areas of compliance, benefits, payroll, data analytics, service delivery, workforce management, talent management, communications and change management. In her role, Novo-Chavarry helps clients with best practices and strategies around total rewards, health and well-being, benefits processes and administration. She has over 20 years in leading, managing and developing comprehensive strategies that align to organizational goals, with a strong focus on health and wellness, program design and optimization. One of her strengths is having the knowledge and understanding of the downstream effect to program changes and annual enrollment as well as the impact it may have to HR, benefits and operational areas. Prior to her return to ADP, she was a health and benefits consultant with a leading consulting firm working with clients to control costs and risk in their benefits programs. Novo-Chavarry has also assisted numerous plan sponsors with benefit program due diligence during merger and acquisition activity, working through impact analyses of new or divested business and harmonization of benefit programs. Novo-Chavarry earned her master of public administration degree with a professional certificate in human resource policy and management, as well as her bachelor of science degree in criminal justice, from Florida International University.