Biographical Description for The HistoryMakers® Video Oral History with Theo Killion

Killion, Theophilus McGuire, 1951-

Alternative Names: Theo Killion;

Life Dates: April 13, 1951-

Place of Birth: Montgomery, West Virginia, USA

Residence: St. Petersburg, Florida

Occupations: Chief Executive Officer

Biographical Note

Corporate executive Theo Killion was born on April 13, 1951, in Montgomery, West Virginia. He received his B.A. degree in history and English in 1973 and his M.Ed. degree in 1975, both from Tufts University, in Medford, Massachusetts.

Killion joined R. H. Macy & Co., Inc. (later Macy's, Inc.), in New York City, in 1975, where he served for nineteen years in operations, buying, and human resources, eventually becoming senior vice president of human resources. He then became senior vice president of human resources at the Home Shopping Network, in St. Petersburg, Florida, in 1995, vice president of human resources at Lane Bryant, in Columbus, Ohio, in 1996, and vice president of human resources at Limited Brands, also in Columbus, Ohio, in 1999. In 2004, Killion became executive vice president of human resources at Tommy Hilfiger, in New York City, and in 2006, he became an executive search consultant at Berglass Grayson (later Berglass+Associates), also in New York City. Killion joined Zale Corporation, in Dallas, Texas, in 2008 as executive vice president of human resources, legal, and corporate strategy. He became president later that year and CEO in 2010, serving in that capacity until 2014. In 2016, Killion became vice chairman of Herbert Mines Associates, Inc., in New York City, and a managing partner at the Sierra Institute, in Dallas, Texas.

Killion has served on the boards of Jewelers of America, Express, Inc., Libbey, Inc., Tailored Brands, where he also served as chair, Claire's Stores, Inc., and Torrid. He also has served on the board of trustees of the Committee for Economic Development, the board of advisors for arts and sciences at Tufts University, and as chair of the board of A Better Chance. Killion is a member of the National Association of Corporate Directors.

Killion received the Benjamin Mays Award from A Better Chance in 2000, the Visionary Merchant Award from Texas A&M University in 2012, the Dreambuilder Award from A Better Chance in 2013, and the Outstanding Career and Service Award from Tufts University in 2018.

Killion lives in St. Petersburg, Florida. He has two daughters, Aliya and Niyama.

Theo Killion was interviewed by The HistoryMakers on March 28, 2022.

Related Entries

Pratt Junior High School [STUDENTOF]
[from ? to ?]

East Bank High School [STUDENTOF]
[from ? to ?]

The Hill School [STUDENTOF]
[from ? to ?]

Tufts University [STUDENTOF]
[from ? to ?]

    B.A.

Tufts University [STUDENTOF]
[from ? to ?]

    M.Ed.

R. H. Macy & Co., Inc. [EMPLOYEEOF]
[from 1975 to 1994]

    Senior Vice President of Human Resources

Home Shopping Network [EMPLOYEEOF]
[from 1995 to 1996]

    Senior Vice President of Human Resources

Lane Bryant [EMPLOYEEOF]
[from 1996 to 1999]

    Vice President of Human Resources

Limited Brands [EMPLOYEEOF]
[from 1999 to 2004]

    Vice President of Human Resources

Tommy Hilfiger [EMPLOYEEOF]
[from 2004 to 2006]

    Executive Vice President of Human Resources

Executive Search Consultant [EMPLOYEEOF]

[from 2006 to 2008]

Berglass Grayson

Zale Corporation [EMPLOYEEOF]
[from 2008 to 2014]

President and CEO

Herbert Mines Associates [EMPLOYEEOF]
[from 2016 to ?]

Vice Chair

Sierra Institute [EMPLOYEEOF]
[from 2016 to ?]

Managing Partner

Jewelers of America [MEMBEROF]
[from ? to ?]

Board

Express, Inc. [MEMBEROF]
[from ? to ?]

Board

Libbey, Inc. [MEMBEROF]
[from ? to ?]

Board

Tailored Brands [MEMBEROF]
[from ? to ?]

Board Chair

Claire's Stores [MEMBEROF]
[from ? to ?]

Board

Torrid [MEMBEROF]
[from ? to ?]

Board

Committee for Economic Development [MEMBEROF]
[from ? to ?]

Board

Tufts University [MEMBEROF]
[from ? to ?]

Board

A Better Chance [MEMBEROF]
[from ? to ?]

Board Chair

National Association of Corporate Directors [MEMBEROF]
[from ? to ?]

Member