

# Access to Experts



**Ms. Sharon M. Wright** , Vice President, Human Resources International Division , Prudential Financial

Sharon Wright has human resources responsibilities for the International Division of Prudential Financial, which currently has approximately 20,000 employees in 11 countries, including the United States. She moved into this position in December of 2007. The focus of this role is talent acquisition, management and development on a global basis with countries in various stages of their life cycle development.

Prior to this role, she served as Vice President, Human Resources, for Prudential Real Estate and Relocation Services. In that role, Wright's focus was on employee development, management training and strategic staffing, and her efforts helped boost employee morale and steadily improve satisfaction ratings for the company's biannual employee opinion survey. Wright supported an international population of approximately 1,600 employees.

Formerly, as Vice President, Talent Management, Prudential Financial, Wright had accountability for leading the organizational development, succession planning, learning content management system, leadership programs and associate development for the corporation. In this capacity, Wright served under the direction of the company's Chief Learning Officer. Together they rebuilt and streamlined the learning organization on key priorities of the organization including the roll out of the organization's operating system, known as the Prudential Business System. In 2002 and 2003, Prudential's Learning Organization was named to Training Magazine's Top 100 List.

Wright has more than 25 years of experience within human resources, both as a generalist and an organizational development professional. Prior to her current positions, she was the human resources director for Prudential Retirement Services in Scranton, Pennsylvania. Before joining Prudential, she served as vice president, Human Resources for GE Financial Assurance, a start-up subsidiary of GE Capital. She also held various human resource and organization development positions for PHH Corporation for over 12 years. In addition, Wright holds many certifications in a variety of organizational and talent management leadership assessments and certifications. She also has training certifications from a variety of organizations, focused on associate, team and organizational effectiveness.

Wright received her bachelor's degree in Spanish Language and Literature from Swarthmore College in Pennsylvania and a master's degree in Organization Development from The John Hopkins University in Baltimore. She is a member of the Society for Human Resource Management, American Society for Training and Development and the Conference Board's Global HR Leadership Council.

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