

Access to Experts



Guy de Herde , Senior Fellow, Human Capital , The Conference Board

Guy De Herde is a Senior Fellow, Human Capital at The Conference Board. In this role, Guy supports the Human Capital Practice which includes **The Conference Board Human Capital Exchange™**, research, conferences, webcasts and programs in a broad spectrum of human capital areas.

In addition to serving as a Senior Fellow, Guy is currently the Managing Director of his own Strategic HR Consultancy firm that specializes in supporting executives and their teams transform their organizations. He now puts his deep and vast business and HR expertise at the service of businesses that are engaged in complex adaptive change. He is passionate about business and about making businesses sustainable (and human) at all levels.

Guy was previously a member of Unilever's Human Resource Executive Leadership Team. As Senior Vice President (SVP) Leadership and Organisation Development for Unilever he was responsible for the quality and depth of the senior leadership pipeline in Unilever, for the global development of all HR expertise (except reward) and for the HR aspects (organization design, OE, OD) of Unilever's global reorganizations. Before that he was member of the Board of Unilever Europe (50K employees, 15 Billion revenue) and as SVP Human Resources leading the fundamental restructuring of this region (creating multi country organizations, outsourcing of HR, IT, Finance as well as the disposal of the 2 billion Euro Frozen Foods Business). Throughout his 20 years career in Unilever, he built deep expertise in HR and business strategy formulation, change management (large scale – global, regional), leadership assessment and development, OE and organization design. He has worked in Belgium, the Netherlands, the Middle East and the UK in head office and operating company roles.

Guy is a lawyer (University of Louvain) by education and holds a Postgraduate in Business Administration (the Vlerick School of Business).

Human Capital Speakers Bureau topics include the following:

- change management
- organisation design
- organisation development
- leadership development and talent supply

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