Access to Experts

Mary B. Young, D.B.A. , Principal Researcher, Human Capital , The Conference Board

Dr. Mary Young leads The Conference Board's program of research on Strategic Workforce Planning (SWP) and has been a major contributor to The Board's mature workforce research. Trained in organizational behavior and organizational development, she has studied strategic workforce planning's emergence and evolution as a business process in more than 70 companies. Drawing upon skills as a long-time journalist, she has completed 20 in-depth case studies describing how companies implement SWP and presented her research findings at scores of corporate meetings in the United States, Canada, Mexico, Asia-Pacific and Europe.

Her research on SWP is available in twenty research publications from The Conference Board, including *Strategic Workforce Planning across National Borders* (2012), *Managing Human Capital Risk* (2011), *Strategic Workforce Planning in Global Organizations* (2010), *Implementing Strategic Workforce Planning* (2009), *Gray Skies, Silver Linings* (2007), and *Strategic Workforce Planning* (2006).

Young's research on human resource issues has been cited in the *New York Times*, the *Wall Street Journal*, *Financial Times*, *USA Today*, *Time*, *Business Week*, and National Public Radio's "Morning Edition." With more than 20 years experience in organizational research, she has produced studies for the Center for Organizational Research, the Human Resources Policy Institute, the Work/Family Roundtable, the National League for Nursing, the International Association for Public Management—Human Resources, the American Public Power Association and the Canadian Broadcasting Corporation.

She received her doctorate in organizational behavior from Boston University's Graduate School of Management. She earned a M.Ed. in organizational development at the University of Massachusetts at Amherst and a B.A. in English from Case Western Reserve University

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