

## Access to Experts

### **Brian Ronningen**

Manager of Human Capital Planning  
3M

Brian Ronningen is the manager of Human Capital Planning at 3M, which provides the strategic analysis of the future people needs to achieve forecasted business objectives. In this role Brian is responsible for various talent processes including talent planning, performance management and succession management.

Brian joined 3M in 1995 and has held various Human Resources positions including both generalist and specialist positions at two 3M manufacturing facilities and 3M Center. Brian holds a Bachelor's degree in Industrial-Organizational Psychology and a Master's degree in Industrial Relations from the University of Minnesota.

Contact [Carol Courter](#), Manager, Corporate Communications, +1 212 339 0232, [courter@conferenceboard.org](mailto:courter@conferenceboard.org)

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