



Rebecca L. Ray, PhD

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The following is the bio of a former employee/consultant

Rebecca L. Ray, Executive Vice President, Human Capital, is a member of the Executive Committee and led the US Human Capital Center for The Conference Board. She was responsible for member engagement and drives the strategy, quality, and integration of all human capital offerings including research and insights, peer networks (Councils), conferences, digital media, convenings, and experiential learning executive events. Her areas of expertise include leadership; engagement, experience, and culture; diversity, equity & inclusion; analytics; and board governance re: human capital matters.

Ray is the co/author of several books focused largely on articulating the business impact of human capital programs and more than seventy publications for The Conference Board. She served for many years on the advisory boards for NYU's Program in Higher Education/ Business Education and the University of Pennsylvania GSE's doctoral program in work-based learning leadership as well as on the business practices committee for the world's premier business school accreditation entity, AACSB. In addition to being tapped for the prestigious Marshall Goldsmith 100, Rebecca serves on the advisory board of Reulay Inc., the virtual reality therapeutic platform for reducing workplace stress and anxiety with the goal of improving physical health and quality of life.

A contributor to Forbes, Rebecca is a frequent speaker at conferences and briefings. Her research, commentary and the accomplishments of her various teams have been featured in *The Financial Times*, *Fortune*, *Wall Street Journal*, *South China Morning Post*, *Harvard Business Review*, *The Economist*, *Directors & Boards*, *USA Today*, *Chief Learning Officer*, *Training*, *Human Resources*, *HR People + Strategy (HRPS)*, *Human*

Resource Executive, and *Talent Management*. Her media appearances include Bloomberg (TV and Radio), CNBC, NPR, CBS News Radio, NBC LX, Cheddar, and Yahoo!

Prior to joining The Conference Board, Rebecca was an executive at several leading organizations, including three Fortune 50 companies, where she was responsible for, at various times, talent acquisition, learning and leadership development, employee engagement and experience, performance management, executive assessment, coaching, performance feedback systems, and succession management. She was named “Chief Learning Officer of the Year” by Chief Learning Officer magazine and one of the “Top 100 People in Leadership Development” by Warren Bennis’s Leadership Excellence magazine. Rebecca has taught at Oxford University and New York University and received her doctorate from New York University.