



Diana Scott

## Diana Scott

US Human Capital Center Leader  
The Conference Board

Diana Scott is Center Leader of the US Human Capital Center at The Conference Board. She is 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.

Previously, she served as Executive Vice President and Chief Human Resources Officer of The Guardian Life Insurance Company of America, where she led the company's human capital strategy, driving performance and building culture through talent management, compensation and benefits, organizational development, inclusion and diversity, culture, and employee experience.

Scott joined Guardian from Prologis, a global logistics company and Real Estate Investment Trust (REIT), where she served as CHRO. She has deep experience as a transformational human resources and business leader. She led human resources for John Hancock Financial, after its acquisition by Manulife Financial. During her tenure at John Hancock, Scott was the general manager of the 529 college savings plan; general manager of the Group Insurance Division; and VP, direct distribution and e-commerce and Chief Privacy Officer.

Scott has served on many healthcare and professional boards. She is a Trustee Emeritus of the Massachusetts General Hospital, Institute of Health Professions where she was Chair, Finance/Compensation Committee. She was a member of the Massachusetts Business Roundtable and Chair of the Healthcare Task Force. She served as a director and officer of the John Hancock Life Insurance Company (U.S.A.) and John Hancock Life Insurance Company of New York. Scott was a member of the

Boston Symphony Orchestra Board of Overseers and Chair of the Business Partners Committee. An accomplished violinist, Scott was a founding member of New Philharmonia Orchestra, Newton, Massachusetts, and until her transition back to the East Coast, played with Symphony Parnassus in San Francisco, California.

Scott was named one of the Bay Area's Most Influential Women by San Francisco Business Journal. Scott received an AB in German studies from Harvard College.

## Publications by Diana Scott

### Articles

- [The Paramount Value of Total Rewards: Forward Strategies for CEOs and CHROs](#)  
07 November, 2024
- [The Evolving Total Rewards Landscape: Tactics to Attract and Retain Talent](#)  
07 November, 2024
- [How CEOs and CHROs Can Navigate DEI Backlash](#)  
14 February, 2024

### Newsletters & Alerts

- [HC Insights: To align with CEOs, prioritize talent and productivity](#)  
17 February, 2025
- [HC Insights: To address burnout, prioritize rest and reset workplace norms](#)  
10 February, 2025
- [HC Insights: To drive growth, develop leadership that empowers “soft skills](#)  
27 January, 2025
- [HC Insights: To strengthen satisfaction, personalize well-being strategies](#)  
02 December, 2024
- [HC Insights: To foster well-being, focus on trust-centered leadership strategies](#)  
18 November, 2024
- [HC Insights: To maintain workforce stability, utilize compensation strategically](#)  
23 September, 2024
- [HC Insights: To retain hybrid employees, offer them high-profile projects](#)  
17 June, 2024
- [HC Insights: To propel business growth, create an AI for HCM strategy](#)  
22 April, 2024
- [HC Insights: To increase employee engagement, provide more flexibility](#)  
15 April, 2024
- [HC Insights: To help retain talent, sharpen your focus on worker well-being](#)  
01 April, 2024
- [HC Insights: To lead today, capitalize on the benefits of AI](#)  
19 February, 2024
- [HC Insights: To retain workers, focus on flexibility](#)  
05 February, 2024
- [HC Insights: To benefit from AI in HCM, consider each through the filter of risk](#)  
11 December, 2023
- [HC Insights: To augment employee mental health resources, consider using AI](#)  
27 November, 2023
- [HC Insights: To maximize productivity, take a human-centric approach](#)  
16 October, 2023
- [HC Insights: To fulfill the objectives of employers & employees, consider hybrid](#)  
02 October, 2023
- [HC Insights: To foster a purpose-based workplace culture, link it with strategy](#)  
21 August, 2023
- [HC Insights: To foster a purpose-based workplace culture, link it with goals](#)  
31 July, 2023

### Reports

- [For Many Workers, DEI Is Essential](#)  
29 October, 2024
- [Beyond Backlash: The Continued Benefits of DEI at Work](#)  
29 October, 2024
- [US Salary Increase Budgets 2024-2025](#)  
08 September, 2024