

## Access to Experts



**Gyan Nagpal**  
Senior Fellow, Human Capital  
The Conference Board

Gyan Nagpal is a Senior Fellow, Human Capital at The Conference Board. In this role, Gyan 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, Gyan is also CEO and Principal at PeopleLENS Global Associates (PLGA Consulting), which offers strategic H.R. support to fast growing companies across the world. Based in Singapore, PLGA Consulting partners with CEOs and HR Heads who seek to move beyond existing HR processes and programs, and create highly commercial talent strategy. The PLGA method acknowledges market differences, remains anchored in business realities and helps align discretionary HR investments with a company's commercial ambitions.

Before leading PeopleLENS Global Associates, Gyan devoted 10 years heading strategic talent and OD practices across the Asia Pacific region for companies like Deutsche Bank, American Express and Convergys Corporation. A large part of his last role as Regional Head of Talent & Development at Deutsche Bank was focused on strengthening the link between progressive people practices and aggressive business growth targets across 17 diverse Asia Pacific countries. In recognition, Gyan's team at Deutsche Bank won many regional awards including "Best Leadership Development" (2011) and "Best Training, Learning & Development" (2010 & 2011) at the HRM Asia Awards\*. In 2010, recognizing his highly rated PeopleLENS model, Gyan was conferred the "Strategic Leadership Award" at the Global HR Excellence Awards. He is also the author of "Talent Economics - The Fine Line Between Winning and Losing the Global War for Talent" (Kogan Page 2012).

A student at heart, Gyan spent the early part of his career as a line manager, managing customers and a 24/7 business operation before making a mid career shift to HR in 1998. He has formal education in the fields of Financial Management, Economic Systems and Business Management.

Human Capital Speakers Bureau topics include the following:

- Global Talent Economics
- 21st Century Talent Strategy
- Transactional Employment
- The Real Learning Organisation

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