

Access to Experts



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Dr. Patti Phillips is President and CEO of ROI Institute, Inc., the leading source of ROI competency building, implementation support, networking, and research. As a renowned leader in measurement and evaluation, she helps organizations implement the ROI Methodology in 60 countries around the world. She serves as Principal Research Fellow for The Conference Board, board member of the Center for Talent Reporting, and ATD CPLP Certification Institute Fellow. Patti also serves on the faculty of the UN System Staff College in Turin, Italy, and The University of Southern Mississippi's Ph.D. in Human Capital Development program. Her work has been featured on CNBC, EuroNews, and over a dozen business journals.

Patti's academic accomplishments include a Ph.D. in International Development and a Master's Degree in Public and Private Management. She is certified in ROI evaluations and has been awarded the designations of Certified Professional in Learning and Performance and Certified Performance Technologist.

Patti contributes to a variety of publications and has authored several books on the subject of accountability and ROI, including *Handbook of Training Evaluation and Measurement Methods*, 4th ed. (Routledge, 2016); *Accountability in Human Resource Management*, 2nd ed. (Routledge, 2016), *Measuring the Success of Employee Engagement* (ATD, 2016); *Real World Training Evaluation* (ATD, 2016); *Maximizing the Value of Consulting* (Wiley, 2015); *High-Impact Human Capital Strategy* (Amacom, 2015); *Making Human Capital Analytics Work* (McGraw-Hill, 2015); *Measuring the Success of Leadership Development* (ATD Press, 2015); *Performance Consulting* (Berrett-Koehler, 2015).

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Publications by Patti P. Phillips, Ph.D.

Executive Action Report

- [Best Practices for Developing Change Leadership in Turbulent Times](#)
22 May, 2013

Human Capital in Review

- [The Conference Board Human Capital in Review™: Human Capital Analytics \(Vol. 4, No. 2, 2014\)](#)
12 September, 2014
- [The Conference Board Human Capital in Review™: Focus on Human Capital Analytics \(Vol. 4, No. 1, 2014\)](#)
28 January, 2014
- [The Conference Board Human Capital in Review:™ Focus on Human Capital Analytics \(Vol. 3 No. 1, 2013\)](#)
20 June, 2013
- [The Conference Board Human Capital in Review:™ Focus on Human Capital Analytics \(Vol. 2 No. 1, 2012\)](#)
25 May, 2012

Key Business Issues

- [Big Data Doesn't Mean 'Big Brother' \(Implications for Asia\)](#)
01 September, 2015
- [Big Data Doesn't Mean 'Big Brother': Employee Trust and the Next Generation of Human Capital Analytics](#)
29 May, 2015
- [Big Data Doesn't Mean 'Big Brother' \(Strategic Overview\)](#)
29 May, 2015
- [Big Data Doesn't Mean 'Big Brother' \(Implications for CHRO\)](#)
29 May, 2015
- [Big Data Doesn't Mean 'Big Brother' \(Implications for CFO\)](#)
29 May, 2015
- [Big Data Doesn't Mean 'Big Brother' \(Implications for Legal and Risk Officers\)](#)
29 May, 2015

Research Report

- [Human Capital Analytics @ Work, Volume 2](#)
16 May, 2017
- [Workforce Analytics: The View from Asia](#)
16 November, 2015
- [Human Capital Analytics @ Work, Volume I](#)
06 October, 2014
- [Human Capital Analytics: A Primer](#)
06 November, 2012
- [The State of Human Capital 2012: False Summit](#)
15 October, 2012