



Jane Horan, EdD

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Jane Horan, EdD, is a Distinguished Principal Research Fellow in Human Capital and Program Director at The Conference Board and an expert in cross cultural leadership, diversity and inclusion, and career transitions. She is the founder of The Horan Group, helping organisations build inclusive workplaces and working with individuals on career transitions.

Jane is an internationally recognized speaker and author of *I Wish I'd Known That Earlier in My Career: The Power of Positive Workplace Politics* (2011), a business book used by corporate universities and career coaches globally. She is also the author of *How Asian Women Lead: Lessons for Global Corporations* (2014), based on her doctoral research, using storytelling to show new perspectives on the future of leadership and careers. Her latest book, *Now It's Clear, the career you own* offers a roadmap to find meaning and purpose at work. Jane has written articles on women leaders, unconscious bias, office politics and career transitions for Bloomberg BusinessWeek, Human Resource Review, Quartz, The Economist Intelligence Unit, South China Morning Post, Straits Times and other publications.

With over 25 years of work experience with companies such as Kraft, Disney and GE, Jane uses her work knowledge to help organisations build inclusive and engaged workplaces. Her consulting work includes Fortune 100 firms such as, ADB, BP, Credit Suisse, Covidien, HP, McDonalds, Microsoft, Monsanto, ILO, Jones Lang LaSalle, Syngenta, SingTel, Takeda, VMWare and others. Through her advisory work, coaching and workshops, by recognizing what matters most to succeed, Jane provides both sound advice and practical tools to help organisations retain and engage talent.

She is an Adjunct Associate Professor The Hong Kong University and has lectured in the

Lee Kuan Yew School of Public Policy at the National University of Singapore. Jane has lived, worked and studied in the US, China, and Hong Kong, and holds an educational doctorate from Bristol University. She now lives in Singapore.