

## Access to Experts



**Gerard Kells**  
Program Director  
The Conference Board

Gerard Kells is the Program Director for The Conference Board HR Operations Council I and II. He is a retired Senior Executive from Johnson & Johnson. His last position was Vice President, HR Operations and Technology. In this role, he led the organization that had responsibility for the overall HR Service Delivery Model for Johnson & Johnson globally. That included governance, technology, HR administration, workforce analytics and the transactional employee experience.

Joining Johnson & Johnson in 1978, Gerard spent 12 years in manufacturing management at Critikon before transferring to Brussels, Belgium, where he was responsible for implementation of the Johnson & Johnson Operations Institute in Europe, the Middle East and Africa. Returning to the U.S. in 1994, Gerard joined Management, Education and Development at Corporate Headquarters in New Brunswick, New Jersey, ultimately serving as Director. There, he assisted in the creation of the Standards of Leadership and developed both the Executive Conference Series and the Advanced Managers Program. In 1998, he was named Vice President, Human Resources and became a member of the Management Board of Ortho-Clinical Diagnostics.

Gerards' responsibilities included implementing a broad range of strategies that enhanced Ortho-Clinical Diagnostics' competitive capacity, built an achievement culture and ensured the development and recognition of all employees. Prior to his most recent assignment, he was Vice President, Human Resources, Medical Devices & Diagnostics and a member of the Group Operating Committee. Mr. Kells' responsibilities included driving global leadership development for the group, providing for external and internal searches for key executive positions, ensuring the growth and development of the HR Function and supporting the Executive Leadership of the worldwide franchises on key HR development strategies that support their business strategies.

Gerard currently serves on the Board of Directors for the Bon Secours Health System, Inc.

Contact Carol Courter, Manager, Corporate Communications, +1 212 339 0232, [courter@conferenceboard.org](mailto:courter@conferenceboard.org)

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