



## Michael Manning

Vice President, HR Data & Innovation  
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Michael Manning has two decades of HR, engineering, and operations experience with Fortune 500 companies including Siemens, Merck, Edison International, AIG, and T. Rowe Price. Currently, he is the VP of HR Data & Innovation at FM and a Senior Consulting Partner with The Rutherford Group.

Michael has received a Global Best Practice Award in HR Analytics and Workforce Planning from the Best Practice Institute. His work is featured in books and publications by The Conference Board, Deloitte, the Journal of IHRIM, the Institute for Corporate Productivity (i4cp), and McLean & Company.

As a founding member of the Human Capital Investment and Reporting Council (HC IRC) and an Executive Committee Member of The Conference Board's Strategic Workforce Planning & Intelligence Council, Michael advances HR through collaboration and innovation. Michael is an early adopter of Gen AI in HR, he has contributed to research reports, case studies, AI usage guidelines, and led industry conversations on AI impact to future workforce strategies.

Michael has taught Strategic Workforce Planning and HR Financial Analysis at Claremont Graduate University. He holds an MBA from California State University, BS from University of Utah, is a Six Sigma Black Belt, and SPHR certified.