Access to Experts

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Dr. Mary Young leads The Conference Board's program of research on digital transformation’s human capital impacts, big data and human capital analytics, and strategic workforce planning.

Mary is the author of more than 25 research publications from The Conference Board including Digital Transformation: What Is It and Why Should Human Capital Care? (2016); Inclusion + Innovation (2016); Big Data Doesn’t Mean Big Brother (2015); Nobody’s Perfect: Overcoming the Limitations of External Labor Market Data (2014); Scenario Planning for Human Resources and Strategic Workforce Planning (2014); Addressing National Talent Shortages (2013); Bringing Contingent Workers inside the SWP Tent (2013); Strategic Workforce Planning across National Borders (2012); and Managing Human Capital Risk (2011).


Mary received her doctorate in organizational behavior from Boston University’s Graduate School of Management. She earned a M.Ed. in organizational development at the University of Massachusetts at Amherst and a B.A. in English from Case Western Reserve University.

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Publications by Mary B. Young, D.B.A.

Executive Action Reports

- Local Content Requirements and Strategic Workforce Planning
  10 October, 2013
- What Is Human Rights Risk? Should My Company Be Concerned about It?
  10 September, 2013
- Better Together: Advancing Diversity & Inclusion through Analytics and Strategic Workforce Planning
  20 June, 2013
- Going Public on HR Data Privacy: Implications for Human Capital Analytics and Strategic Workforce Planning
  26 February, 2013
- Where Do SWP Leaders Come From?
  28 February, 2012
- On the Level: Strategic Workforce Planning from Micro to Macro
  19 December, 2011
- Broadening the Base for Strategic Workforce Planning: The Value of Cross-Functional Partnerships
  16 August, 2011
- Engaging Business Leaders in Strategic Workforce Planning: A Guide to Effective Conversations
  25 July, 2011
- Sleepless in Delhi: What Keeps Indian HR Executives Awake at Night?
  27 June, 2011

Human Capital in Reviews

- The Conference Board Human Capital in Review™: Focus on Strategic Workforce Planning (Vol. 4, No. 1, 2014)
  14 May, 2014
  29 October, 2013
- The Conference Board Human Capital in Review™: Focus on Strategic Workforce Planning (Vol. 2, No. 4, 2012)
  05 December, 2012
  14 September, 2012
  11 June, 2012
  21 February, 2012
- The Conference Board Human Capital in Review: Focus on Strategic Workforce Planning (Vol. 1, No. 1, 2011)
  17 October, 2011

Key Business Issue(s)

- Artificial Intelligence for HR: Separating the Potential from the Hype
  04 December, 2019
- Driving Digital Transformation: What Does It Take to Lead?
  04 February, 2019
- Defining and Measuring Inclusion
  21 December, 2018
- Is GDPR the Death Knell for Human Capital Analytics?
  14 September, 2018
- The Future of Work: Frontline Challenges in an Era of Digital Transformation
  13 August, 2018
- The Long Arm of the Law: GDPR's Impact on HR Data
  28 June, 2018
- Driving Digital Transformation: What's the Role of HR?
  13 April, 2018
- Driving Digital Transformation: Why Culture and Structure Matter
  28 June, 2017
- Digital Transformation: What Is It and What Does It Mean for Human Capital?
  12 July, 2016
- Inclusion + Innovation: Leveraging Diversity of Thought to Generate Business Growth
  28 January, 2016
• Big Data Doesn't Mean ‘Big Brother': Employee Trust and the Next Generation of Human Capital Analytics  
  29 May, 2015
• Buy, Build, Borrow, or None of the Above? New Options for Closing Global Talent Gaps  
  11 February, 2015

Key Findings

• Strategic Workforce Planning in Global Organizations  
  11 January, 2010
• Implementing Strategic Workforce Planning  
  30 June, 2009
• Gray Skies, Silver Linings: How Companies Are Forecasting, Managing, and Recruiting a Mature Workforce  
  13 December, 2007

Publications

• C-Suite Challenge™ 2019: Building an Inclusive Organization  
  08 March, 2019
• Digital Transformation: What Is It and What Does It Mean for Human Capital? (CHRO Business Implications)  
  12 July, 2016
• Digital Transformation: What Is It and What Does It Mean for Human Capital? (CEO Business Implications)  
  12 July, 2016
• Inclusion + Innovation: Leveraging Diversity of Thought to Generate Business Growth - Chief Talent Officer Strategic Implications  
  28 January, 2016
• Inclusion + Innovation: Leveraging Diversity of Thought to Generate Business Growth - CHRO Strategic Implications  
  28 January, 2016
• Inclusion + Innovation: Leveraging Diversity of Thought to Generate Business Growth - CFO Strategic Implications  
  28 January, 2016
• Inclusion + Innovation: Leveraging Diversity of Thought to Generate Business Growth - CEO Strategic Implications  
  27 January, 2016
• Big Data Doesn't Mean 'Big Brother' (Implications for Asia)  
  01 September, 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
• Buy, Build, Borrow, or None of the Above? New Options for Closing Global Talent Gaps: Implications for the CHRO  
  11 February, 2015

Research Reports

• Taking Diversity & Inclusion Global: Balancing Alignment and Flexibility  
  08 April, 2020
• Harnessing Learning Analytics to Drive Business Results  
  05 August, 2019
• Defining and Measuring Inclusion: Using Metrics to Drive Progress—Asia  
  28 January, 2019
• Do Ask, Do Tell: Encouraging Employees with Disabilities to Self-Identify  
  12 March, 2015
• Nobody's Perfect: Overcoming the Limitations of External Labor Data to Drive Better Business Decisions  
  11 June, 2014
• Addressing National Talent Shortages: What Countries Are Doing, What Companies Can Learn  
  17 September, 2013
• Managing the Total Workforce: Bringing Contingent Labor inside the Strategic Workforce Planning Tent  
  08 April, 2013
• Five Years of Strategic Workforce Planning Research: What Have We Learned?  
  16 January, 2013
• Strategic Workforce Planning across National Borders  
  09 July, 2012
• The Strategic Workforce Planning Leader’s Bookshelf  
  03 November, 2011
- Managing Human Capital Risk
  11 July, 2011
- Strategic Workforce Planning in Global Organizations
  11 January, 2010
- Implementing Strategic Workforce Planning
  30 June, 2009
- Gray Skies, Silver Linings: How Companies Are Forecasting, Managing, and Recruiting a Mature Workforce
  17 December, 2007
- Phased Retirement after the Pension Protection Act
  28 March, 2007
- Strategic Workforce Planning
  Forecasting Human Capital Needs to Execute Business Strategy
  07 August, 2006