

Access to Experts



David Learmond

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David Learmond is a senior advisor and senior fellow in human capital at The Conference Board. In these roles, he supports the human capital practice, which includes **Human Capital Exchange**[™], research, conferences, webcasts, and other human capital programs.

David is an experienced Human Resources consultant with a strong business focus and extensive experience in culture change, leadership development and high performing teams. With a background in Fast Moving Consumer Goods he finds this experience translates into most industries which are fast paced and operate in uncertain business environments. Although he often works with large corporates, he particularly enjoys working with small, medium sized businesses where the speed of decision making is quicker and the impact greater.

He is also a Principal Industrial Fellow at the Institute of Manufacturing (ECS) at the University of Cambridge, a contributor on leadership / change management programmes for Judge Business School and an Adjunct Lecturer at Cornell University. He holds an MA (Dist) in Executive Coaching, BA (Hons) in Business Administration and is a Chartered Fellow of the Chartered Institute of Personnel & Development. David has a strong business background developed over a 27 year career with Unilever, holding positions such as:

- Senior Vice President, Human Resources, China Business Group, based in Shanghai
- HR Director Australia & New Zealand, based in Sydney
- Head of HR for Global Research & Engineering, based in Rotterdam

David is particularly interested in leadership development, high performing teams, innovation and the impact of digitalization on people, culture and organisations.

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Publications by David Learmond

Council Perspectives

- [Go Where There Be Dragons](#)
19 October, 2010

Executive Action Report

- [Bridging China's Talent Gap](#)
11 January, 2007

Research Report

- [DNA of Leaders: Leadership Development Secrets](#)
30 August, 2013