



## Denise Broz

Program Director, Talent Management Leaders Council, and Talent Management Executives Council  
The Conference Board

Denise Broz is a Program Director at The Conferences Board for two Talent Management councils.

An advocate of design thinking and human-centered innovation, Denise championed the use of the principles and methods in her corporate roles as a leader in talent management and curriculum design. Denise was previously a Senior Director of Global Talent and Talent Acquisition for McDonald's. She has over 16 years of experience in talent management and 19 years in leadership development. Her team was responsible for establishing global frameworks and processes, including: strategic workforce planning, talent acquisition, performance management, succession planning, executive assessment, and hi-potential identification and development. She collaborated with business leaders and senior executives around the world to develop leadership talent and elevate talent management practices.

She has significant experience working across cultures and with senior leaders around the world with an emphasis in Asian markets. She worked directly with the CHRO and the C-Suite on talent plans for senior executives and corporate functions. Denise has a background in instructional design and has led curriculum design and development teams for employees at all levels. She championed the design and facilitation of the first high potential programs for senior leaders in Asia. She worked directly with the senior leaders in Asia to establish their succession planning and talent management practices. She began her professional career in IT and led large software development teams.

Denise holds a Master's Degree in Design Methods from IIT Institute of Design and a Bachelor's Degree in Computer Science from Northern Illinois University.