

## Access to Experts



### **Larry Kaye**

Senior Vice President, Talent Management,  
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Larry Kaye is an SVP for Fidelity Human Resources leading the Talent Management Center of Excellence for the firm. He is responsible for the design, development, and delivery of all management and leadership development programs, talent and succession planning, performance management and diversity initiatives across Fidelity Investments. In this capacity, he oversees the strategic tools, processes, and practices that foster talent development and managerial excellence in the company.

Larry's professional accomplishments include more than twenty years improving business performance and HR effectiveness for major corporations. Earlier in his career at Fidelity he was Senior Vice President Consulting Services at Fidelity Human Resource Services Company (FHRS). Larry consulted to major corporate clients around Fidelity's suite of HR outsourcing systems and services. Prior to joining Fidelity, Larry was a principal at Cap-Gemini Ernst & Young. He had responsibility for The Accelerated Solutions Environment in Cambridge Ma. where he designed and delivered organizational effectiveness programs for Senior Executive teams of global clients, including Fidelity and American Express.

Prior to joining Ernst and Young, Larry was the Director of Change Leadership at Harbridge House, a division of Coopers and Lybrand. Larry oversaw major change integration initiatives for the firm and designed, developed and delivered custom Executive Development programs and processes.

Prior to joining Coopers and Lybrand, Larry was a Senior Consultant at Organizational Dynamics Incorporated (ODI). In that capacity, Larry delivered organizational strategy, HR redesign, service quality improvement, and management development for clients such as American Airlines, American Express, Johnson & Johnson, Merck Pharmaceuticals, Schering-Plough, Metropolitan Life, Nautica, Northwestern Mutual Life and Wal\*Mart.

Larry holds BA and MA degrees in political science from Rider University and SUNY Binghamton respectively and a PhD in Social Psychology, from Brandeis University.

Larry is a frequent speaker and presenter on a number of strategic issues in Talent Management at national conferences sponsored by the Conference Board and the Corporate Leadership Council. He regularly lectures on Talent Management at Boston University, Boston College and Northeastern University.

Larry is on the board of advisors for the Center of Effective Organizations at the Marshall School of Business at USC and is a member of the Senior Advisory Board of The Best Practices Institute. Larry also sponsors and works closely with The International Consortium for Executive Development Research (ICEDR).

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