Access to Experts

John Beeson , Senior Fellow, Human Capital , The Conference Board

John Beeson is a Senior Fellow, Human Capital at The Conference Board. In this role, John supports the Human Capital Practice which includes ***The Conference Board Human Capital Exchange*™**, research, conferences, webcasts and programs in a broad spectrum of human capital areas.

In addition to serving as a Senior Fellow, John is Principal at Beeson Consulting, a management consulting firm specializing in succession planning; executive assessment, coaching, and development; and organization design. Over the years John and his team have worked with clients as diverse as General Electric, Aetna, United Technologies Corporation, Siemens, Best Buy, International Paper, Colgate-Palmolive, and MassMutual Financial Services.

Earlier in his career, John was a partner and officer of Harbridge House, Inc., a Boston-based management consulting firm. In addition to his consulting experience, he worked at Hallmark Cards and Frito-Lay, a division of PepsiCo, Inc. At both Frito-Lay and Hallmark his responsibilities included succession planning and executive development on a company-wide basis.

John is a graduate of Amherst College and holds an MBA from the Wharton Graduate Division of the University of Pennsylvania. His articles on succession planning and talent development have appeared in the Harvard Business Review, Business Horizons, People & Strategy, and the Conference Board Review. John enjoys a longstanding relationship with The Conference Board that includes originating conferences on succession planning and organization design. He is co-author of a major Conference Board research study, *"Developing Business Leaders for 2010"* and author of *The Unwritten Rules: The Six Skills You Need to Get Promoted to the Executive Level* He also authored two articles for The Conference Board, "*The Feedback Gap: Why the Careers of Your Future Leaders May Be Stalling*" The Conference Board Review, Winter 2011 and "*The CEO's Checklist: How to Build Management Depth*," Across the Board, June 1998.

He is a frequent contributor to the Harvard Business Review blog network on leadership and executive development issues.

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