

Access to Experts



Annmarie Neal, Psy.D.

Senior Fellow, Human Capital

The Conference Board

Formerly Chief Talent Officer and V.P. for Cisco Systems, Inc.

Annmarie Neal is a Senior Fellow, Human Capital at The Conference Board. In this role, Neal 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, Annmarie is a world-renown business executive, thought leader, author, and speaker on the topics of business strategy, innovative talent management and executive leadership with a specific expertise in organizations in transformation and where disruption of contemporary business and leadership models is required. She is internationally recognized for positioning companies to achieve growth objectives and commercial success through innovating organizational culture and reinventing executive leadership.

With over twenty years of global experience leading organizations and consulting with global business presidents and senior executives across a range of industries, she powerfully translates her expertise across multiple industries, life-cycles and geographies. She takes a decidedly business-centric and global approach translating business objectives into winning talent strategies. She thrives in the complexity of high growth businesses where fast-paced change and innovation are critical to the company's success.

Annmarie is currently the Founder of the Center for Leadership Innovation. Previously she's held the Chief Talent Officer role in both Cisco Systems and First Data Corporation. Additionally, she was a senior consultant with RHR International. She served on several boards of advisory, including the University of Colorado's Business School, the Center for Work-life Policy, and TruEffect and currently serves on behalf of Executive Networks and ASTD. She is also a senior fellow with the Corporate Leadership Board.

She received her doctorate in clinical psychology, with an emphasis in management psychology, from the California School of Professional Psychology Alameda/Berkeley. She holds a master's degree in counseling from Santa Clara University, a graduate certificate of special studies from Harvard University and a bachelor's degree from Boston College. She is a member of the American Psychological Association.

Annmarie is the author of *Leading from the Edge* (ASTD 2013). She has authored numerous book chapters, articles and blogs on the topics of business strategy, leadership, innovation and talent management. She has provided expert commentary for many publications including The Wall Street Journal.

She lives in Colorado where she enjoys skiing, swimming, running half-marathons and spending time with her 10-year old son.

Speakers Bureau topics:

- Globalisation

- Leadership
- Strategy and Talent Management

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Publications by Annmarie Neal, Psy.D.

Council Perspectives

- [Time to Step Up: Challenges and Opportunities Facing Talent Management](#)
11 November, 2010

Research Report

- [Brave New World: Recruiting Talent in the Digital Age](#)
18 October, 2013