

## Access to Experts



**Rebecca L. Ray, Ph.D.** , Executive Vice President, Knowledge Organization and Human Capital Practice Lead , The Conference Board

Rebecca Ray serves as the Executive Vice President, Knowledge Organization for The Conference Board. In this role, she has oversight of the research planning and dissemination process for all three practices areas (Corporate Leadership, Economy & Business Environment, and Human Capital) and is responsible for the research agenda which, in turn, drives much of the business planning process for The Conference Board. She is responsible for overall quality and the continuing integration of our research and engagement efforts. She oversees Ask TCB™ our Business Information Service. Rebecca is also the leader of the global human capital practice. Human capital research at The Conference Board focuses on human capital analytics, labor markets, workforce readiness, strategic workforce planning, talent management, diversity and inclusion, human resources, leadership development and employee engagement. In addition to published research, related products and services at The Conference Board include peer learning networks, conferences, webcasts, and experiential and other executive events. She hosts the monthly Human Capital Watch™ webcast, which explores current issues, research and practitioner successes in the field of human capital. She oversees the Human Capital Exchange™, a website that offers research and insights from The Conference Board, human capital practitioners and our knowledge partners. She created the Senior Fellows program in human capital with some of the profession's most acclaimed leaders. She is the Director of The Engagement Institute™, a research community of practice she created with Deloitte Consulting and Sirota.

She is the co-author of numerous publications with a focus on leadership development and engagement. Rebecca is a frequent speaker at professional and company-sponsored conferences and business briefings around the world. She is often a guest in business media (Bloomberg TV (Hong Kong and Europe) and Bloomberg Radio, CNBC India, and her research, commentary, initiatives or the accomplishments of her various teams have been featured in the Financial Times, The Wall Street Journal, and South China Morning Post newspapers as well as in Harvard Business Review, Chief Learning Officer, Leadership Excellence, Training, CIO, Workforce Management, Human Resources, HR Magazine (Hong Kong), Chief Executive Officer, HR Magazine (UK), EMBA Magazine (Taiwan), People & Strategy (The Professional Journal of HRPS) and Talent Management.

Rebecca was previously a senior executive responsible, at various times, for talent acquisition, organizational learning, training, management and leadership development, employee engagement, performance management, executive assessment, coaching, organizational development, and succession planning at several marquis companies. She taught at Oxford and New York Universities and led a consulting practice for many years, offering leadership assessment and development services to Fortune 500 companies and top-tier professional services firms. She was named "Chief Learning Officer of the Year" by Chief Learning Officer magazine, and one of the "Top 100 People in Leadership Development" by Warren Bennis's Leadership Excellence magazine. She serves on the Advisory Boards for New York University's Program in Higher Education/ Business Education at The Steinhardt School of Education; the University of Pennsylvania's Executive Program in Work-Based Learning Leadership; and the Board of Advisors for Georgetown University's MPS Human Resource Management program. She was elected to serve on the Business Practices Council of the AACSB (Association to Advance Collegiate Schools of Business).

Rebecca received her Ph.D. from New York University. She is the author of numerous articles and books, including her co-authored works, Measuring Leadership Development (McGraw-Hill) in 2012; Measuring the Success of Leadership Development: Case Studies (ATD) expected in 2014; and Measuring Employee Engagement (ATD), expected in 2015.

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