

Access to Experts



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Dr. Patti Phillips is president and CEO of ROI Institute, Inc. A renowned leader in measurement and evaluation, she helps organizations implement her ROI Methodology in 70 countries around the world. Since 1997, she has been a driving force in the global adoption of the ROI Methodology and the use of measurement and evaluation to drive organization change. Her work as an educator, researcher, consultant, and coach supports practitioners as they develop their own expertise in an effort to help organizations and communities thrive. Her work traverses private sector, public sector, nonprofit, and nongovernmental organizations.

Patti serves as a Distinguished Principal Research Fellow for The Conference Board. Additionally, she is a member of the Board of Trustees of the United Nations Institute for Training and Research (UNITAR), Chair of the Institute for Corporate Productivity (i4cp) People Analytics Board, board member of the Center for Talent Reporting, and Association for Talent Development (ATD) Certification Institute Fellow. Patti also serves on the faculty of the UN System Staff College in Turin, Italy. Her work has been featured on CNBC, EuroNews, and over a dozen business journals.

Phillips's academic accomplishments include a PhD in international development and a master's degree in public and private management.

Patti, along with her husband Jack J. Phillips, contributes to a variety of journals and has authored a number of books on the subject of measurement, evaluation, analytics, and ROI. In 2019, she and Jack received the Distinguished Contributor Award by the Center for Talent Reporting for their contribution to the measurement and management of human capital.

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Publications by Patti P. Phillips, Ph.D.

Executive Action Report

- [Best Practices for Developing Change Leadership in Turbulent Times](#)
22 May, 2013

Human Capital in Review

- [The Conference Board Human Capital in Review™: Human Capital Analytics \(Vol. 4, No. 2, 2014\)](#)
12 September, 2014
- [The Conference Board Human Capital in Review™: Focus on Human Capital Analytics \(Vol. 4, No. 1, 2014\)](#)
28 January, 2014
- [The Conference Board Human Capital in Review:™ Focus on Human Capital Analytics \(Vol. 3 No. 1, 2013\)](#)
20 June, 2013
- [The Conference Board Human Capital in Review:™ Focus on Human Capital Analytics \(Vol. 2 No. 1, 2012\)](#)
25 May, 2012

Key Business Issues

- [Big Data Doesn't Mean 'Big Brother' \(Implications for Asia\)](#)
01 September, 2015
- [Big Data Doesn't Mean 'Big Brother': Employee Trust and the Next Generation of Human Capital Analytics](#)
29 May, 2015
- [Big Data Doesn't Mean 'Big Brother' \(Strategic Overview\)](#)
29 May, 2015
- [Big Data Doesn't Mean 'Big Brother' \(Implications for CHRO\)](#)
29 May, 2015
- [Big Data Doesn't Mean 'Big Brother' \(Implications for CFO\)](#)
29 May, 2015
- [Big Data Doesn't Mean 'Big Brother' \(Implications for Legal and Risk Officers\)](#)
29 May, 2015

Research Report

- [Determining the Business Impact of Employee Engagement](#)
30 October, 2018
- [Human Capital Analytics @ Work, Volume 2](#)
16 May, 2017
- [Workforce Analytics: The View from Asia](#)
16 November, 2015
- [Human Capital Analytics @ Work, Volume 1](#)
06 October, 2014
- [Human Capital Analytics: A Primer](#)
06 November, 2012
- [The State of Human Capital 2012: False Summit](#)
15 October, 2012