

Access to Experts



Denise Champagne
Program Director
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Denise Champagne is a Program Director for the Council of Talent Management Executives III for The Conference Board. Denise has more than twenty years of experience leading organizational effectiveness and human resource business partner functions. She provides practical solutions for enhancing productivity at the individual, team and organization level.

Previously, Denise was Vice President of Leadership & Organization Effectiveness at Monsanto Company. She was responsible for employee engagement strategies, leadership development and human resources processes for more than 22,000 employees across the global enterprise. She orchestrated a change in mindset around employee engagement that led to awards such as Top 25 World's Best Multinational Workplaces and Achievers 50 Most Engaged Workplaces. She also institutionalized a framework for identifying, assessing and developing leaders across the organization while accelerating the growth of high-potentials. This earned the company recognition on Chief Executive Magazine's list of 40 Best Companies for Leaders.

Prior to that, Denise was the HR Director for Monsanto's global manufacturing team where she led the HR strategy and operations of 8,000 employees in more than 35 countries. In this role, she transformed succession planning from an annual exercise to a year-round endeavor that resulted in more robust succession plans for all key roles. She also designed an experience-based approach to development that was recognized as a best practice and published by the Corporate Executive Board. At the same time, she increased employee engagement, elevated team effectiveness, and improved global communications.

Earlier in her career, Denise worked at Mercantile Bank (now US Bank) where she specialized in executive development and change management. She also worked at Anheuser-Busch (now InBev) developing company-wide assessment and selection systems. Additionally, she taught Organizational Behavior at University of Missouri. Denise has a BA in Psychology from the University of Maryland, and a MA in Industrial & Organizational Psychology from the University of Missouri.

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