

Access to Experts



Marion Devine

Senior Human Capital Researcher, Europe
The Conference Board

Marion Devine is Senior Researcher in Human Capital for Europe, based in TCB's Brussels office. Marion brings a European perspective to TCB's HC work and contributes across a broad spectrum of HC topics in support of the various HC Centers.

Marion brings a wealth of experience and a strong track record of research to The Conference Board. Combining a career as an independent business writer and journalist, Marion has worked as an Associate Senior researcher for Ashridge, a leading European business school.

For over two decades, Devine has written about new trends in human capital strategy for various leading newspapers and magazines including *The Times* and *Sunday Times* and *Human Resource* magazine. She is the author of six books, looking at HC strategy in various areas such as managing uncertainty, mergers and acquisitions, strategic alliances and talent management. She is also the author of research reports for leading institutions including Ashridge, Economist Intelligence Unit, Chartered Institute of Personnel and Development, and Chartered Management Institute.

Devine's research reports include: *Talent management: a strategic imperative* (Ashridge, 2008); *Talent Management in the Public Sector* (Ashridge, 2010); *Improving Learning Transfer* (Ashridge, 2010); *Return on Investment in Customer Services: the bottom line report* (Ashridge/Institute of Customer Services, 2011); *HR in Policing: a force for transformation?* (CIPD/Ashridge, 2015); *The future of HR* (E-book, *Human Resource* magazine, 2015). Marion was also lead researcher for *Talent management: maximising talent for business performance* (Chartered Management Institute/Ashridge) and has contributed six chapters to a book on talent management (Palgrave, 2009).

Her most recent books focus on the human capital challenges facing companies as they operate in complex and turbulent business environments. In the wake of the global economic crisis, she co-authored with Michel Syrett *Managing Uncertainty* (The Economist, 2012) and *Managing Talent* (The Economist, 2014).

Devine holds a BA (Hons) English Literature (Reading University) and an MA in Anglo American Studies (University College London).

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Publications by Marion Devine

Executive Action Report

- [Moving the Dial on Well-Being and Mental Health in the Workplace](#)
09 May, 2019
- [C-Suite Challenge™ 2019: Building an Inclusive Organization](#)
08 March, 2019

Human Capital in Review

- [Human Capital in Review: Voice from Europe: Focus on Global Mobility](#)
23 May, 2019
- [The Conference Board Human Capital in Review™: Future of Work \(Vol. 1, No. 1, 2017\)](#)
02 March, 2017

Key Business Issues

- [Is GDPR the Death Knell for Human Capital Analytics?](#)
14 September, 2018
- [The Long Arm of the Law: GDPR's Impact on HR Data](#)
28 June, 2018
- [What's Next for 21st-Century HR? Continuous Strategic Transformation](#)
14 December, 2017
- [Turning Silver into Gold: Tapping into the Mature Workforce to Close Europe's Widening Talent Gaps](#)
06 July, 2017

Publication

- [Total Talent Mobility Summary](#)
30 April, 2019

Research Report

- [Total Talent Mobility: Strategic Purposes, Barriers, and Best Practices](#)
29 April, 2019
- [The Leadership Factor in Mergers & Acquisitions](#)
28 February, 2019
- [Defining and Measuring Inclusion](#)
21 December, 2018
- [Human Capital in Europe: Forward-Thinking Strategies for Meeting the Decade's Challenges](#)
27 July, 2017