Diane Gherson

Ms. Gherson is a Senior Lecturer in Organization Behavior at the Harvard Business School.

In December 2020, Diane retired as an officer of IBM after serving seven years as Chief Human Resources Officer, responsible for the people and culture of IBM's 360,000 person global workforce. Ranked #3 on Forbes World's Best Employer 2020 list, IBM is also ranked #3 Best Managed Company by the WSJ/Drucker Institute.

Diane holds a U.S. patent in the field of predictive analytics, and has been widely recognized as a high-impact, technology savvy CHRO who has redefined the HR profession for the digital era.

During her tenure as CHRO, Diane redesigned all aspects of the company's people agenda and management systems to support a massive shift in the business portfolio, shaping a culture of continuous learning, innovation and agility. She championed the company's global adoption of design thinking and agile methods at scale, as an example, driving a company-wide, co-created overhaul of performance management. Diane was a trailblazer in infusing AI and automation across all HR offerings, resulting in hundreds of millions of annual net benefits and world-class employee engagement. She also established an industry-recognized DOL-certified apprenticeship program, providing a career gateway to tech roles for people without degrees from disadvantaged backgrounds. Under her leadership, IBM achieved historic increases in diversity representation and published its first diversity and inclusion report.

Diane's work has been widely profiled, including in *Harvard Business Review, MIT Sloan Management Review, Business Insider, Forbes, Fortune, the Economist.* Diane has also formed and led coalitions of CHROs to proactively advocate on Capitol Hill on social issues affecting employees, such as DACA, transgender inclusion, and health care cost transparency.

Diane was named HR Executive of the Year by *HR Executive in 2018*, and elected Fellow of the National Academy of Human Resources (NAHR), the highest honor granted in the HR profession. She was named by *Business Insider Top 100 People Changing the World of Business* alongside Elon Musk, Larry Fink, Ken Frazier and Tarana Burke*,* and also by *HR Executive* to their inaugural top 100 list of HR Tech Influencers.

Diane is a non-executive Director of Ping Identity, a cyber-security software company. She also serves on the Board of the National Academy of Human Resources and is an Executive Advisory Board Member at Semper Virens Venture Capital.

Prior to joining IBM in 2002, Ms. Gherson was a management consultant, leading the global compensation and performance practice at Willis Towers Watson. Diane holds a Bachelor's degree from Trinity College, University of Toronto and a Master's degree in Industrial & Labor Relations from Cornell. She completed PhD coursework but not her degree at the Sloan School of Management, MIT.