



Recognized as a leading expert in talent management, Helen Handfield-Jones creates a compelling case for change. Her penetrating insights and action-oriented style have helped many organizations fundamentally re-think their talent strategies, and improve their business performance as a result.

Helen helps boards improve CEO succession planning, CEO evaluation, and board effectiveness. She also works with senior executive teams to help them improve the way they assess, develop and plan succession for their top 30-150 leaders

Helen teaches directors about effective strategies for CEO evaluation and CEO succession planning at the Directors Education Program, a joint venture between the Institute of Corporate Directors and the Rotman School of Management. She teaches this program several times a year across Canada.

Helen has advised more than eighty clients around the world. In the last few years she has served CPR, Hydrogenics, Maple Leaf Sports and Entertainment, Cadillac Fairview, CN, Bank of Montreal, and Constellation Software.

Helen co-wrote the book *The War for Talent* which was published in 2001 by Harvard Business School Press, and co-led McKinsey & Company's groundbreaking research on this topic in 1997. Articles on her research and thinking have been published in the *Harvard Business Review*, *Fast Company*, *Leader to Leader*, *The McKinsey Quarterly*, and *The Ivey Journal*. She regularly speaks to a variety of forums on talent management including the Conference Board and the Human Capital Institute.

Prior to starting her own company in 2002, Helen spent twelve years as a consultant with McKinsey & Company - four years serving clients on general strategy and organization issues, and eight years focussing exclusively on talent and performance management.

Helen graduated as the gold medallist from the MBA program at the Ivey School of Business at the University of Western Ontario in 1990.

