



# Jon Younger

“Because leaders want to build confidence about the future, they need to discover a new bottom line, one focused on creating value through people and organization.”

Jon is a Partner of the RBL Group and leads the Strategic HR practice area. He is also a Director of the RBL Institute.

Beginning in 2013, he will shift to a part time contribution within the firm as Partner Emeritus consulting to a select number of firm clients in the areas of HR strategy, HR transformation, and leadership development, and speaking on these topics to corporate executive groups.

#### **Background**

Jon's career has been a mix of consulting, entrepreneurship, and HR leadership. Prior to joining The RBL Group, he was Chief Learning and Talent Officer of one of the largest U.S. financial services organizations, responsible for the leadership development, corporate learning, staffing, performance and talent management, and succession planning. He has also managed executive compensation and HR strategy. Before that he was EVP and COO of NetValue,

a French based Internet start up that IPO'ed on the New French Bourse. He was also for 12 years a managing partner of the Novations Group, the strategy implementation consultancy, and led its purchase by Provant and was a member of the executive team that led its IPO on the Nasdaq.

Jon has been a member of two corporate boards, and is currently a member of the Singapore advisory commission on HR Transformation in the public service.

He has taught for Duke University's Duke Corporate Education, and was a faculty partner of the Center for Executive Development (CED) affiliated with the Harvard Business School. His Ph.D. in Organization and Social Psychology is from the University of Toronto.

He is co-author of four books - *HR Competencies*, *HR Transformation*, *HR From the Outside In* and

*Global HR Competencies* and many articles and book chapters. He teaches in the executive education curriculum of the Ross School of Business, University of Michigan, and the Indian School of Business, where he has for several years chaired ISB's annual talent management conclave.

Jon and his wife Carolyn will celebrate 40 years of marriage in the summer of 2013. They live in Short Hills NJ and NYC. Their sons Joshua and Aaron are out in the world.

#### **Contact**

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