

Lance Jensen Richards

 ljrichards@outlook.com

 [@lancejrichards](https://twitter.com/lancejrichards)

 [linkedin.com/in/lancejrichards](https://www.linkedin.com/in/lancejrichards)



Lance Jensen Richards is a workforce futurist and consultant, leveraging a 25+ year career in global human resources and workforce strategy. A sought-after speaker, Lance has presented at conferences and corporate events in dozens of countries worldwide. He has presented to corporate audiences from General Motors, Nissan, Blue Cross/Blue Shield, Halliburton, PG&E, Johnson & Johnson, TransCanada, Visa International, ExxonMobil, Conoco/Phillips66, Dow Chemical, CNOOC, SAP, Graebel, and many more.

A thought leader in the international HR community, with expertise in globalization and workforce strategy, he has presented at numerous conferences and corporate events around the world—in locations that include Tokyo, London, Milan, Zurich, Shanghai, Hong Kong, Bangkok, Kuala Lumpur, Singapore, Mumbai, Bangalore, Dubai, Cairo, Toronto, and across the US. Lance has also been a senior instructor for Society for Human Resource Management (SHRM), having taught their HR certification prep courses over 35 times, in over ten countries.

Lance has also spoken extensively for SHRM national conferences, chapters, and state councils, and delivered keynote addresses for state conferences in Kentucky, Texas, California, and Puerto Rico.

For more than five years he was a scheduled columnist, writing about global HR topics for the U.K. publication *Personnel Today*. His commentaries on global HR issues have also been published in *Euromoney* and *European Business Review*. In 2015, he was honored to contribute an invited chapter to Dave Ulrich's latest book [The Rise of HR](#) (riseofhr.com).

In 2011, he co-authored the book [The Leadership Deficit: Managing and Retaining the Multi-generational Workforce](#)—which the SHRM Executive Book Club named their Book of the Month in October of 2012. In 2012, Lance co-authored [Don't Manage Me, #understandme](#). His first solo book, [Talentomics: The Next Next Business Crisis](#) was released in early 2013. His third co-authored book was [Gen Now: Understanding the Multi-gen Workforce and The Coming Leadership Deficit](#), published through Amazon in 2013. He is the co-author of the upcoming release [Gen Next](#), which will be published in Fall, 2015.

Currently, Lance serves on the Advisory Boards of three globally distributed businesses: Crowd Companies (focused on the collaboration economy – crowdcompanies.com) in San Francisco, HRUnconferences (focused on delivering HR learning opportunities worldwide – globalhru.com) based in Moscow and HRTechTank (focused on the evolution and revolution in technologies supporting HR – hrtechtank.com) based in Vilnius.

Previously, he was vice president, Innovation at Kelly Services, a USD 5.5bn business. Kelly's Innovation function was tasked with identifying and incubating disruptive and quantum innovations in workforce products and services, as well as nurturing front-line innovations

throughout the organization. Lance's objectives included developing and evangelizing those initiatives and bringing those workforce innovations to clients—innovation needed in an HR 3.0 world.

Prior, Lance was vice president, Global Workforce Solutions for Kelly Outsourcing and Consulting Group (KellyOCG®). In this role, Lance was accountable for the architecture of client HR solutions, as well as for contributing significant thought leadership to workforce strategy and evolution.

Before that, he was based in Singapore as senior director and global practice leader for the company's HR consulting practice area, with P&L accountability for practices in 12 countries. He joined Kelly® in 2003 as senior director, International Human Resources. In this role, Lance was responsible for all HR activities for a USD 2bn business unit with operations in 29 countries, employing more than 4,000 people.

Before Kelly, Lance was managing director and co-founder of Suddenly Global LLC, a Washington, D.C.-based IHR consultancy. Prior, he was director, Global Human Resources for Teleglobe, the global networking, internet and data services business of Bell Canada. In this role, he was the senior HR executive for a USD 750mm business unit with 1,200+ employees in more than 40 countries.

Prior to Teleglobe, he was director, International Staffing for Verizon International. Before that, Lance spent two years as country director, Human Resources for Verizon China in Guangzhou, where he was the senior HR executive responsible for a start-up enterprise employing 1,400+ people in 16 Mainland China cities. Earlier, he was manager, Human Resources – Asia/Pacific for the North American subsidiaries of British Telecom. He began his HR career with Six Flags Entertainment Corporation, where he held a number of HR roles.

Educated at the University of Georgia, he holds a BSc degree, as well as the globally recognized GPHR®, SPHR®, HRMP® and SHRM-SCP® certifications.

Lance is, and has been since 2003, a visiting professor of HRM at the Sasin Graduate Business School in Bangkok (AACSB and EQUIS accredited), where he developed and teaches their MBA course in global human capital. He has given guest lectures at George Washington University and American University in Washington, D.C., at the University of Michigan and Oakland University in Michigan, at Canisius College in New York, at the University of Puerto Rico, McGill University in Montreal, Temasek Polytechnic in Singapore, and Atma Jaya University in Jakarta.

Additionally, he served on the SHRM Global Forum board of directors for three years, and served on their global expertise panel for four years.

Lance parses his time between Oakland Township, Michigan and Vail, Colorado, with his wife, daughter, and two collies.