

CANDY ALBERTSSON, PhD

Candy is an international talent management consultant, speaker and innovator. She specializes in integrated talent management solutions, from talent management strategy and talent development to talent reviews and succession. Candy is the architect of the patented Development Experiences Blueprint™, an innovative career pathing, talent development and succession planning cloud-based software application that encapsulates experience, the missing link in talent management. She is President of Albertsson Consulting Group, Incorporated (USA) and Managing Director of Albertsson Consulting Limited (UK), established in 1999.

She has 23 years of experience working with a variety of Global 500, Fortune 500 and FTSE 100 companies. Diverse industries include aerospace and defense, banking, electronics and electrical equipment, financial services, food production, gas and electric, industrial and farm equipment, insurance, oil services, petroleum, scientific, photographic and control equipment, semiconductors, and telecommunications.

Candy is a member of the Duke Corporate Education Global Learning Resource Network. Duke Corporate Education has been ranked the world's #1 provider of custom executive education by both the Financial Times (for the last ten years) and BusinessWeek (for the last five biennial rankings). She was invited by the London Speaker Bureau to join Boardroom Insight, a group of ten business leaders and thinkers providing a bespoke advisory service to corporate executives. Candy was invited by Marshall Goldsmith to join the Financial Times Knowledge Dialogue (FTKD), a group of 120 internationally renowned thought leaders with leadership development, strategy and organizational change expertise. She has also worked with several international management colleges, institutes, and business schools including the Danish Technological Institute, European School of Management and Technology (ESMT), Henley Management College, Indian School of Business (ISB), Institute for Management Studies (IMS), Roffey Park Institute, and Vlerick Leuven Gent Management School.

She has delivered more than 75 keynotes, workshops and other speaking engagements at European, American and Middle Eastern conferences and professional meetings, and has published articles about talent management and leadership development issues.

Candy has significant international experience. She has worked in more than 25 countries on 4 continents, lived in London for 15 years, traveled to 57 countries on 6 continents, and holds 3 citizenships (American, British and Icelandic).



Talent management consultant, speaker, and innovator.

23 years experience with Global 500, Fortune 500 and FTSE 100 companies in 25 countries and on 4 continents.

Architect of the patented Development Experiences Blueprint™, a groundbreaking talent management software application.

75 speaking engagements in 17 countries.



BACKGROUND

BP (BRITISH PETROLEUM)

Prior to establishing Albertsson Consulting in 1999, Candy worked at BP for 10 years. She held the senior talent management position globally. Working closely with the Group Managing Directors and other senior executives, Candy had strategic and operational responsibility for an integrated set of talent management programs and processes, including the Group High Potential Programme (monthly full-day talent reviews chaired by the Deputy CEO), talent brokering (top 500 deployment and succession), coaching and mentoring high potentials, succession planning and strategic succession management (top 500 positions including annual strategic review chaired by the Deputy CEO), assessment (two levels of assessment centers for the identification, development and calibration of early career and mid-career talent worldwide), and the talent development strategy.

The BP leadership development story has been recognized as world class. Leadership guru Warren Bennis and Linkage collaborated on a study of 350 organizations worldwide and identified 15 organizations with best practices in leadership development. They invited Candy to write a chapter on her talent management work at BP for their Linkage Inc.'s Best Practices in Leadership Development Handbook (second publication, Jossey-Bass, 2000).

AT&T (AMERICAN TELEPHONE & TELEGRAPH)

Previously, Candy worked for AT&T, the widely recognized pioneer of assessment center technology, as a Research Consultant in their Assessment and Selection Division at their headquarters in Basking Ridge, New Jersey. In this role, she was part of a team with more than 100 psychologists who delivered selection and assessment services for more than one million employees (pre-divestiture).

EDUCATION

Candy earned a PhD in Industrial/Organizational Psychology from The University of Akron and completed her undergraduate degree in Psychology at Mount Union College (recently renamed the University of Mount Union) in Alliance, Ohio.

PROFESSIONAL ASSOCIATIONS

She is a member of the American Psychological Association (APA), the Society for Industrial and Organizational Psychology (SIOP), and the European HR Forum (EHRF).