

Developing
Resilient Healthcare
Organizations

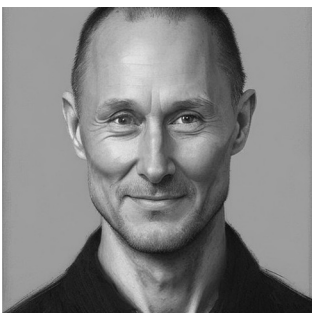
A Catalyst For
Government
Effectiveness

The AI Revolution:
Transforming Business
and Government

THE consulting REPORT

ANNUAL PUBLICATION
MARCH 2024

***The best and brightest in consulting.** Among hundreds of thousands of consultants and firm leaders, we highlight those who continue to excel and stand out for their expertise.*



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SUMMER 2024

investors - founders - executives

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The Consulting Report Annual Publication is circulated to executives of the world's largest corporations as well as key senior professionals across sectors.

TOP CONSULTING FIRMS *of 2023*

KEARNEY

Kearney is a leading global management consulting firm with 5,300 people working in over 40 countries. The firm works with more than three-quarters of the Fortune Global 500, as well as with the most influential governmental and nonprofit organizations.

Kearney is a partner-owned firm with a distinctive, collegial culture that transcends organizational and geographic boundaries—and it shows. Regardless of location or rank, Kearney consultants are down-to-earth, approachable, and have a shared passion for doing innovative client work that provides clear benefits to the organizations the firm works with in both the short and long term.

Kearney consistently ranks high on a variety of lists for both the consulting industry and the wider business world. It maintains a consistent top 10 ranking in Vault’s “Consulting 50,” as well as various leading firm and individual recognition from Forbes, Financial Times, and Consulting Magazine. Kearney has been included in Seramount’s Top 100 Firms for Working Families and Women and has earned top scores in the Human Rights Campaign Foundation’s Corporate Equality Index.

Nearing the 100th anniversary of its founding, Kearney has accelerated growth and expansion with several recent strategic acquisitions.

AlixPartners

AlixPartners is a global consulting firm founded in 1981 that specializes in enhancing business performance, solving complex problems, and navigating challenging situations. With its headquarters in New York, the company has become a trusted advisor to businesses, private equity firms, and law firms worldwide.

In the last year, AlixPartners celebrated the opening of its Singapore office, expanding its footprint in the Asia-Pacific market. This move demonstrates the firm's commitment to serving clients in this rapidly growing region and capitalizing on emerging opportunities. Additionally, AlixPartners acquired THM Partners, a leading independent restructuring practice, further bolstering its renowned restructuring practice and creating the most comprehensive market offering in the EMEA region. This acquisition positions AlixPartners as a prominent player in supporting businesses facing financial challenges during a crucial moment in the global economy.

AlixPartners strategically positions itself to serve clients across various industries and regions. With a rich history of assisting businesses in achieving sustainable growth, AlixPartners has become a reputable partner known for its deep industry knowledge and ability to deliver results in high-pressure situations. The firm's focus on performance improvement, complex problem-solving, and its notable milestones in the past year reinforce its standing as a global leader in consulting.

TOP CONSULTING FIRMS *of 2023*



Infosys Consulting is a global management and technology consulting firm that specializes in helping organizations transform their business processes and achieve digital transformation. Founded in 2004 as a subsidiary of Infosys Limited, it has emerged as a leading player in the consulting industry, known for its innovative solutions and technological expertise.

Recently, it has been recognized as one of the top three most valuable IT services brands globally, according to Brand Finance's Brand Finance Global 500 2023 report. Its brand value has seen an impressive 84% increase since 2020, reaching a total of US\$13 billion. Moreover, Infosys Consulting has demonstrated its commitment to ethical business practices by being named one of the "2023 World's Most Ethical Companies®" by Ethisphere for the third consecutive year. This recognition showcases the company's dedication to maintaining the highest standards of integrity, compliance, and governance. In line with its growth strategy, Infosys Consulting recently announced the acquisition of Oddity, a renowned digital experience and marketing agency. This strategic acquisition aims to enhance Infosys' digital experience capabilities in Germany, Europe, and Northeast Asia, further solidifying its position as a leading provider of comprehensive digital solutions.

With headquarters in Bangalore, Karnataka, India, Infosys Consulting operates globally. It has additional offices in Ashburn, Virginia, and New York, NY, strategically positioning the company to serve clients across different regions and facilitate collaboration with its global workforce.

KIN + CARTA

Kin + Carta is a global digital transformation consultancy headquartered in London, United Kingdom. With additional locations in Chicago, Illinois and Denver, Colorado, the company has established a strong presence in key strategic hubs. Originally founded in 1964 as St. Ives Group, Kin + Carta has undergone several transformations to evolve into the digital powerhouse it is today. In 2020, the company rebranded as Kin + Carta, reflecting its focus on providing cohesive digital services to help clients navigate the complexities of the digital landscape.

Recent achievements include being named to 5 culture excellence awards by Top Workplaces, specifically across the categories of Compensation and Benefits, Leadership, Innovation, Work-Life Flexibility & Purpose and Values, a testament to the company's commitment to creating a positive work environment. Additionally, the acquisition of Forecast Data has doubled Kin + Carta's European data and AI practice, reinforcing its capabilities in delivering data-driven solutions to clients.

With a rich history and a global presence, Kin + Carta serves clients across industries such as agriculture, finance, healthcare, retail, and transportation. Their comprehensive services encompass digital strategy, customer experience design, data and analytics, cloud services, and emerging technologies. Kin + Carta's continuous growth, industry recognition, and commitment to innovation position them as a trusted partner for organizations seeking digital transformation expertise.

TOP CONSULTING FIRMS of 2023



CohnReznick LLP is a leading advisory, assurance, and tax firm with a rich history and a longstanding commitment to innovation, client service, industry expertise, and supporting its communities. The firm's advisory practice, with more than 725 professionals, consists of two integrated teams – Value360 and Global Consulting Solutions. Value360 helps clients optimize the performance of transactions and improve business situations through services including due diligence, performance improvement, valuation, project finance and consulting, and restructuring. Global Consulting Solutions helps clients succeed through operational and technology consulting services that include CFO advisory, cybersecurity and data privacy, risk advisory, and accounting services outsourcing.

CohnReznick was recognized in the 2024 Vault Rankings as one of the top accounting firms for prestige and diversity, highlighting its reputation and commitment to fostering an inclusive work environment. The firm achieved Great Place to Work™ certification in 2022 and, for the second year in a row, was named by Newsweek as one of America's Most Loved Workplaces. CohnReznick received the Early Talent Award from Handshake for the second time, acknowledging its dedication to providing Gen Z talent with a flexible and supportive work environment. The firm was also named Best Audit Firm – Middle Market by Private Equity Wire in the 2023 US Emerging Manager Awards program, demonstrating its expertise in serving middle-market companies and the private equity industry.

With headquarters in New York, NY, CohnReznick operates from 29 offices across the country along with an office in Chennai, India. CohnReznick serves clients in diverse industries such as real estate, healthcare, hospitality, government, financial sponsors and services, manufacturing and distribution, renewable energy, and retail.

publicis sapient

Publicis Sapient is a digital business transformation company with 20,000 people and over 50 offices worldwide. The company partners with global organizations to help them create and sustain competitive advantage in a world that is increasingly digital. Publicis Sapient enables clients to unlock value and drive outcomes through its integrated SPEED capabilities: Strategy, Product, Experience, Engineering and Data & AI, which combined with their culture of curiosity and deep industry knowledge, fuels the delivery of meaningful impact to clients' businesses through reimagining the products and experiences their customers truly value.

Publicis Sapient serves clients in the following industries: retail, consumer products, energy and commodities, financial services, health, public sector, telecommunications, media and technology, transportation and mobility, and travel and hospitality. The company has received many awards and accolades, including being named one of Forbes' World's Best Management Consulting Firms in 2022, and Vault-Firsthand's top ten consulting firms of 2023 in North America, EMEA and APAC for diversity, work/life balance, innovation, and culture.

TOP CONSULTING FIRMS of 2023



AArete is a Chicago-headquartered management and technology consulting firm that has been making a significant impact in the industry since its establishment in 2008. The company's primary goal is to provide data-driven solutions that help organizations optimize their performance and achieve sustainable growth. With a strong emphasis on blending deep industry expertise with advanced analytics capabilities, AArete has established itself as a trusted partner for clients across sectors such as healthcare, financial services, energy, and technology.

The company celebrated its 15th anniversary last April 2023, marking a significant achievement that showcases its longevity and sustained success in the consulting industry. In addition, AArete received prestigious recognition from Forbes as one of the World's Best Management Consulting Firms in the Healthcare and Life Sciences category. This recognition was based on recommendations from clients and consultants surveyed globally, further highlighting the company's excellence and expertise in the healthcare sector.

AArete's success is also evident in its three major office locations. The company's headquarters in Chicago, Illinois serves as its central hub, allowing it to access a diverse range of industries and clients. Additionally, AArete has offices in Denver, Colorado and Los Angeles, California, strategically positioning the firm to cater to clients in the western region of the United States and tap into the thriving business environments of these areas. With its focus on delivering impactful results through data-driven insights and industry-specific knowledge, AArete continues to thrive as a reputable consulting firm in the recent years.



Tredence is a leading global analytics and AI consulting company that specializes in providing data-driven solutions to organizations across various industries. With headquarters in San Jose, CA, and additional locations in Foster City, Chicago, London, Toronto, Bangalore, Tredence has established itself as a trusted partner for companies seeking to leverage data and AI technologies for business growth and innovation. Their client portfolio includes some of the largest companies in the retail, CPG, hi-tech, telecom, healthcare, travel, and industrial sectors.

Tredence's expertise lies in modernizing data & analytics ecosystem, supply chain and customer experience management. The company has developed a reputation for its ability to extract actionable insights from complex data sets, enabling businesses to make informed decisions and optimize their operations.

Tredence's AI/ML Accelerator platform, ATOM.AI, helps industries transform data into winning outcomes by reducing the time to value by 50%. The platform achieves this through its advanced AI/ML capabilities, a pre-built feature store, technical notebooks, deep data sets, and third-party integrations.

In recognition of its outstanding contributions to the field of data and AI, Tredence was recognized by Forrester as a 'Leader' in Customer Analytics Services. Furthermore, Tredence has been certified as a Great Place To Work® in India from February 2023 to February 2024, underscoring the company's commitment to fostering a positive work environment and nurturing its talented workforce.

TOP CONSULTING FIRMS *of* 2023



Guidehouse is a leading global provider of consulting, digital and managed services to public sector and commercial clients. Our fully integrated commercial and public sectors and broad capabilities in management, technology, and risk consulting provides our clients with the guidance and services they need to address their most complex challenges and navigate significant regulatory pressures while focusing on transformational change, business resiliency, and technology-driven innovation. With unparalleled operational capabilities spanning across commercial and public sectors to maximize efficiency, we help clients design, build, and operate future-focused enterprises.

Guidehouse's integrated firmwide approach enables purposeful collaboration across sectors, industries, and geographies to break down silos and maximize and sustain innovation. Since it was established in 2018, Guidehouse has experienced organic and inorganic growth of five-fold to over \$3 Billion in revenues and expansion into commercial markets, a dozen global locations, and more than 16,500 employees around the world.

With the integration of their commercial and public sector business units who bring a 360-degree view across the regulated and non-regulated markets they serve, Guidehouse is one of the fastest-growing global consulting firms and continues to execute a strategy focused on teamwork, collaboration, and innovation yielding industry leading quality, value and growth.

Strategies for Developing Resilient Healthcare Organizations

Amid ongoing economic turbulence, healthcare leaders around the world are actively seeking ways to improve operating efficiency. And they are exploring innovative strategies beyond conventional cost-cutting measures, which could be the key to ensuring the long-term sustainability of their healthcare organizations as well as healthcare systems at large.

Internal Efficiency

In the pursuit of cost-effective healthcare, progressive leaders are strategizing to optimize and retain their most valuable asset—their staff. Employee satisfaction and a positive work environment are typically correlated with business success, no matter what industry or company size, and in healthcare, it can lead to significantly reduced staff turnover and recruitment costs while boosting internal productivity and revenue. This applies to both frontline staff and management. Three primary ways to improve internal efficiency include:

- **Train, Upskill, and Retain:** Offering additional training and developmental opportunities enables employees to acquire new skills, collaborate more effectively, and promote teamwork. This appeals to prospective employees while upskilling and retaining current employees, thus fostering a highly engaged and motivated workforce.
- **Workforce Culture:** By striving for a positive culture in the workplace that aligns well with the company's vision, team members will develop a stronger connection with their work and with fellow colleagues. To further cultivate a sense of belonging, company leaders can consider a recognition program that acknowledges the contributions of healthcare employees, executives, and teams.
- **Empower Leadership:** Investing in upper management, who have the power to significantly impact the workforce, yields substantial benefits by improving strategic decision making and enhancing productivity. Ensuring key leaders are well-informed, proactive, and communicative enables their direct reports and other senior professionals in the company to operate confidently and autonomously without wasting time on redundant communications or unnecessary meetings.

Over recent decades, Mercer has earned a reputation for being a particularly strong management consulting firm in healthcare and life sciences. It stands out for its practice areas related to transforming the workforce and emphasizing the importance of a human-centric approach. Mercer's strategies include innovative approaches to organizational culture and talent management to prioritize a more personalized, engaging, and productive environment. The firm and its deep bench of experienced consultants have collaborated with over 450 healthcare organizations in the US, representing their most extensive client base within a single industry.

Patient-Centered Care

While indirect cost-cutting measures may often feel counterproductive, patient-centered care is becoming more of a widespread strategy towards improving margins by reducing unnecessary diagnostic testing, treatment, hospitalizations, and other services.

- **Value-Based Care:** Employing healthcare models that prioritize quality over quantity, focuses on the quality of service and care as well as economic soundness. Value-based care is designed as an incentive for physicians to optimize patient satisfaction and to develop a strong and loyal patient-provider relationship by emphasizing empathy, open communication, and active participation in the decision-making process.
- **Personalized Medicine:** Advances in biotechnology enable personalized medications and therapies tailored to the specific needs, genetic makeup, and preferences of patients. This results in improved health outcomes, reduced adverse events, and increased patient satisfaction.
- **Preventative Care:** Healthcare insurance often covers 100% of preventative care for a good reason. Employing preventative measures, such as regular screenings, vaccinations, and annual check-ups, is key to diagnosing medical conditions before they become problematic, which in turn leads to improved patient experiences and outcomes.

Deloitte envisions life sciences and healthcare to make a natural, yet dramatic transition towards a patient-centric system by 2040. According to Deloitte's report on the Future of Health, "well-being and care delivery" is classified as a major archetype likely to redefine traditional life sciences and healthcare roles in the future.

Digital Transformation

Lessons from the COVID-19 pandemic underscore the need for adaptability and digital resilience. A significant investment in technology has the potential to significantly increase efficiency, enhance patient care and treatment, and most importantly, reduce long-term costs. The same report from Deloitte suggests that digital transformation will indeed shape the future of healthcare by 2040. However, organizations must carefully balance the complexity of implementing technological solutions with their operational capabilities through thoughtful analysis and strategic planning.

- **Data Collection:** Data collection is essential for informed decision-making, improved patient outcomes, and efficient healthcare service delivery. Leading firms, such as EY, leverage experience management platforms to track, analyze, and improve every interaction that individuals have with the organization.

- **IT Maintenance:** Well-maintained IT systems enhance operational efficiency and control overall expenses by reducing downtime, preventing system failures, ensuring full accessibility, and ensuring compliance with federal regulations to avoid legal penalties.
- **Cybersecurity:** An early investment in cybersecurity goes hand-in-hand with digitization by mitigating the risk of increased cyber-attacks and malicious actors. Savvy healthcare leaders are investing as much time into cybersecurity as they are into new technologies in order to protect its overall healthcare organization as well as its patients.

Restructuring

Reevaluating the business model can be a pivotal step towards achieving long-term financial stability for healthcare organizations. And transformation initiatives can involve anything from business line extensions to new industry partnerships to revamped organizational structures.

- **Diversifying Revenue Streams:** There may be new opportunities for additional revenue streams, where top-level leadership can consider the most effective ones for implementation. Options can range from smaller scale endeavors such as health and wellness products, pharmaceutical services, and membership programs, to larger scale initiatives including international markets, government contracts, grants and research funding, and beyond.
- **Collaborations and Partnerships:** Outsourcing non-core functions like diagnostic or lab testing has long been a common strategy in healthcare. Meanwhile healthcare systems can expand through acquisition and new partnerships. By sharing resources and expertise with like-minded organizations, healthcare practices can leverage their complementary skills to enhance care without increasing costs.
- **Reorganization:** Any change within a healthcare system presents an opportunity to reassess services and programs, eliminating inefficiencies and adopting more productive approaches across internal departments, treatment programs, staff functions, and insurance networks.

Accenture, like many other consulting firms, is actively exploring advanced solutions beyond traditional outsourcing in an effort to facilitate new models of cost-effectiveness. The firm has made strategic acquisitions in various sectors, including Stagwell's healthcare marketing agency, the pharmaceutical platform, OnProcess, to improve supply chain operations, and Strongbow Consulting, an IT strategy consulting firm, just to name a few over the recent years.

In today's rapidly evolving healthcare landscape, it is a continuous challenge to remain in economic balance and pursue growth while safeguarding patient satisfaction and outcomes. Fortunately, the journey towards optimizing operating efficiency is limited only by the bounds of creativity, as savvy healthcare leaders are thinking strategically, pursuing innovation, and going beyond traditional cost-cutting tactics.

TOP HEALTHCARE CONSULTANTS AND LEADERS of 2023



Petra Jantzer
Accenture – Senior Managing Director, Global Industry Sector Lead, Life Sciences



Peter Urbanowicz
Alvarez & Marsal
Managing Director



Ernie Brittingham
Russell Reynolds Associates
Head of Global Healthcare & Life Sciences



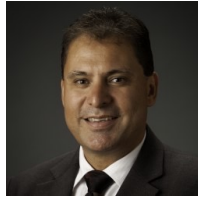
Jerry Mathews
Atos
Head of Healthcare & Life Sciences



Roman Salasznyk
Booz Allen Hamilton Life Science Solutions
Senior Vice President



Srini Rajamani
Wipro - Senior Vice President & Sector Head, Consumer and Life Sciences



David Dominguez
Grant Thornton
Global Head of Life Sciences



Stephane Budel
DeciBio Consulting, LLC
Partner



Venky Ananth
Infosys
Senior Vice President, Head of Healthcare



Gregory Bell
CRA - Vice President, Global Practice Leader for Life Sciences



Franziska Thomas
Arthur D. Little
Partner



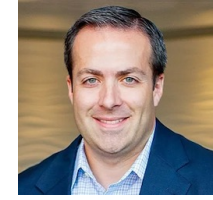
Miguel Edwards
DeciBio Consulting, LLC
Partner



Kristopher Vilamaa
Mostly Medicaid
Partner & Chief Growth Officer



Bob Serrano
Kx Advisors
Managing Partner



Brad Michel
Accenture
Senior Managing Director



Jacqueline Myers
Slalom
Global Healthcare Capability Lead



David Krahe
Russell Reynolds Associates
Managing Director



Alejandro Martínez
SDG Group Healthcare & Life Sciences
Managing Director



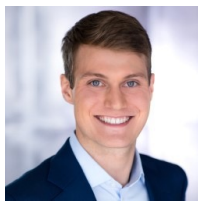
Sarah Eames
Russell Reynolds Associates
Managing Director



Colleen Hall
Crowe
Managing Principal, Healthcare Consulting



Suzanne McDonald
Deloitte UK
Partner, Health & Social Care Lead



Colin Enderlein
DeciBio Consulting
Principal



Nicole Mather
IBM
Partner, Life Sciences & Health Data Lead



Annie Zilius
Huron Consulting Group
Healthcare Managing Director



Kia McLain
North Highland
Associate Vice President, Healthcare Lead

A Catalyst For Government Effectiveness: Adopting A Product Mindset

A product mindset is a holistic way of thinking, focused on improving product solutions that brings genuine value to users. It is a cultural shift for everyone involved, centered around data-driven decision-making and customer satisfaction, and can be applied across various domains. As its definition suggests, a product mindset could do wonders when applied to the public sector, recognizing citizens as the ultimate end-users and enhancing the overall quality of a wide range of public services.

Adopting a Product Mindset

Any organization, whether in the public or private sector, shares the common objective of sustaining a productive workforce that generates revenue and value while improving the overall end-user experience. However, unlike the private sector, government entities must adhere to strict protocols with limited time, resources, and flexibility for implementing an effective strategy. Although it may seem like a massive implementation effort to optimize various government departments, a mere shift in mindset could be the key to unlocking organizational effectiveness.

The ability to adopt a product mindset is the foundation for effective product management which can be broken out into three main phases: planning, development, and launch.

Planning Phase: Data Collection

The primary focus of a product mindset is to understand and deliver on the needs of its end users, relying on a collection of data to continually identify areas for improvement, monitor progress, and measure the impact of changes toward greater user satisfaction.

Booz Allen is recognized as the leading provider of artificial intelligence (AI) services to the U.S. government, according to GovWin from Deltek, a prominent market intelligence organization. They have a track record of constructing some of the largest and most mission-critical AI cloud platforms in the federal government, offering a comprehensive suite of storage and database solutions to store, manage, and retrieve their data.

Collecting data is probably the most logical starting point for any organization looking to enhance its services towards effective, consumer-centric solutions. The public sector could benefit greatly by thinking in terms of open communication and by creating a welcoming environment for the public to provide input, feedback, and suggestions. Government departments can also conduct user research by gathering feedback through surveys, interviews, focus groups, and field studies to gain a better understanding of the changing needs, concerns, and preferences of the public.

Development Phase: Data Analysis

With a comprehensive set of data in hand, leadership teams are able to effectively assess citizen satisfaction, pinpoint areas for improvement and begin the development of various solutions. During the development phase, leaders establish boundaries and budgets while also considering various external factors, including politics, for projecting overall public satisfaction.

Perhaps the most pivotal time for government leaders to be embracing a strong product mindset and a consumer-centric approach is throughout the data analysis process as they begin to uncover key insights and formulate new goals and objectives. A McKinsey study highlights that a truly consumer-centric government builds its strategy around customer needs as a source of value. It focuses on four critical practices, which include encouraging agencies to adopt a customer-centric perspective, realizing value through data analysis, cultivating a responsive and resilient organization, and establishing measurable objectives with accountability for results.

Launch Phase: Delivering Results, On Time

In the public sector, there is nothing more gratifying for citizens than having their voices be heard and seeing the government take action when it matters the most. With well-crafted strategies in place, government leaders are now able to make the transition from data analysis to practical real-life solutions. In this phase of a product launch, forward-thinking product managers are considering elements like collaborations and partnerships, investing in IT and cybersecurity, and other critical factors, as they work towards developing and launching their product.

Digital transformation can be a particularly effective way the government can enhance citizen experience and its relationship with the public. It has inevitably become a major focus area for the government as more people are relying on digital services. Specialized GovTech companies are increasingly working with the public sector to develop innovative solutions and services to address a wide range of public concerns.

Moreover, consulting firms are helping to accelerate public sector digital transformation initiatives. For example, EY has recently established its EY Center for Government Modernization, positioning themselves at the forefront of assisting government agencies to explore better ways to use technology and data to address its pressing issues. In parallel, Deloitte has recently strengthened its partnership with Google Public Sector, a subsidiary of Google, another organization harnessing new technologies such as AI and data analysis to propel government transformation.

Preparing for a product mindset

Embracing a consumer-centric approach not only benefits the public sector by resolving issues, reducing costs, and building trust and rapport, it can also help government employees feel more empowered and committed to their mission and future projects.

Notably, investing in training and education could be a foundational step towards enabling this product mindset. And electing the right leaders and equipping them with skills in areas such as project management, prioritization, and digital proficiency can ensure their readiness to undertake such a shift.

Adopting a product mindset in the public sector isn't just another strategic alternative to consider, it is a long-term investment in the future of government and society. It is a commitment to put citizens first and deliver on solutions and services that effectively address evolving societal needs.

TOP GOVERNMENT CONSULTANTS AND LEADERS of 2023



Judi Dotson
Booz Allen Hamilton
President



Emma Gibbs
McKinsey & Company
Partner



Richard Crowe
Booz Allen Hamilton
President



Vincent Chin
Boston Consulting Group
Global Vice Chair



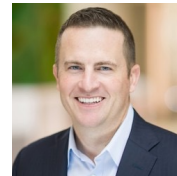
Patrick Roche
Boston Consulting Group
Senior Partner



Julia Harrison
FTI Consulting
Senior Managing Director



Petter Kilefors
Arthur D. Little
Managing Partner



Bryan Zumwalt
FTI Consulting
Senior Managing Director



Michael Carrasco
Alvarez & Marsal
Managing Director



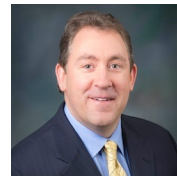
Charles Kozel
Huron
Managing Director



Amanda Bonser
Huron
Managing Director



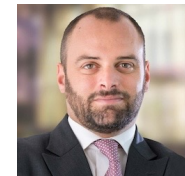
John Wolff
Kearney
Partner



Jeffrey Bankowski
Guidehouse
Partner



George Atalla
EY - Partner, Global
Government & Infrastructure
Leader



Alessandro Massa
Kearney
Partner



Oliver Elirani
Ollen Group
Managing Partner



Bryce Pippert
Booz Allen Hamilton
Executive Vice President



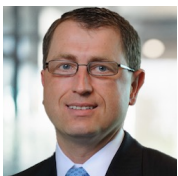
Marc Reinhardt
Capgemini
EVP, Public Sector Global
Industry Leader



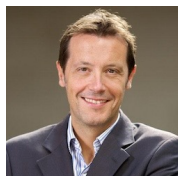
Horace Blackman
CGI Federal
Senior Vice President



James Kessler
Publicis Sapient
SVP, State & Local Public
Sector Industry Lead



Stefan Becker
CGI Federal
Senior Vice President and
Business Unit Leader



Dominique Gautier
Roland Berger
Senior Partner



Michael Flynn
Deloitte - Global
Infrastructure, Transport &
Regional Government Leader



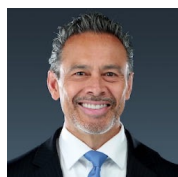
Tobias Aebi
Arthur D. Little
Principal



Shared Maheshwari
HCL Technologies
Vice President



Kam Bhatoa
BJSS
Head of Government



Frank Banda
CohnReznick LLP - Managing
Partner - Government and
Public Sector

The AI Revolution: Transforming Business and Government Operations, Today and Tomorrow

It began with the rise of specialized AI departments and divisions newly incorporated into organizations across the globe. Today, Artificial Intelligence (AI) is taking over conversations and debates across practically every business sector and government agency, with a few particular trends at the forefront: Generative AI (GenAI), Hybrid Intelligence (Workforce AI), and, of course, Cybersecurity.

The Exponential Power of GenAI

GenAI has a well-established history, which only continues to prosper — consider our infamous virtual assistants like Apple’s Siri and Amazon’s Alexa. In this next generation of GenAI, OpenAI introduced ChatGPT, and since then, GenAI has climbed its way as the leading technological marvel of 2023. With its boundless capacity to create just about any type of content, everyone, from the average consumer to enterprise-level businesses to government entities, is eagerly experimenting with this new technology. GenAI has already demonstrated its capabilities to boost sales and marketing productivity, enhance content creation for creative artists, and accelerate workforce optimization, just to name a few.

Leaders worldwide are seizing the power of GenAI, from Netflix’s enhanced personalization to Uber’s improved travel predictions. IBM Consulting recently established its Center of Excellence (CoE) for GenAI towards its potential for business processes such as supply chain, customer experience, and IT. In the automotive industry, Mercedes-Benz claims to be the first automotive company to integrate ChatGPT in its vehicles. In fact, more companies are using ChatGPT than we may think — Duolingo, Snapchat, Slack, Coca-Cola, and the list goes on. Government entities, meanwhile, are taking advantage of GenAI to automate paperwork, deploy chatbot assistants, and facilitate military training, among other applications.

It makes sense that the productivity potential of GenAI may vary across industries and job functions, with knowledge-based roles, particularly in technology and legal professions, likely to be most affected.

Workforce AI

One of our greatest concerns surrounding AI’s dominance is the potential replacement of humans in the workplace. We are already seeing cars that drive themselves, or machines performing tasks more efficiently than humans.

However, this raises a question: Who will train these robots? As long as the demand for high-quality content exists, the need for tools to generate this content will persist and for now, humans are the only ones who can create such tools. Several companies, such as Adobe, Canva, and Stability AI are employing human talent to train AI models.

Fortunately, or unfortunately, AI can never fully replace human beings. AI was originally designed to be used alongside human ability, which can bring a wide range of experiences, personalities, and intuition to the decision-making process that AI cannot possibly replicate.

To achieve optimal results, AI can be used as a supplemental tool that humans leverage in certain situations while being responsible and ethical in its use. This so-called 'hybrid intelligence' is the main focus for McKinsey & Company's unique approach to its specialized AI division, QuantumBlack, which places more emphasis on the people driving AI innovation, rather than AI itself.

Cybersecurity: A Double-Edged Sword

While AI is helping organizations around the world, every action has an equal and opposite reaction. Cyberattacks and malicious actors are becoming more sophisticated and frequent.

According to PwC's 2024 Global Digital Trust Insights Survey, mitigating cyber risk is a top priority for the future, with cloud security ranking as the number one concern for nearly half of the respondents.

Microsoft has positioned itself as a global cybersecurity leader, launching the first GenAI security product to efficiently protect organizations. The Microsoft Security Co-pilot Partner Program introduces an AI assistant for security teams, leveraging Large Language Models (LLMs) and integrating them into organizational infrastructure to enhance productivity.

In response to the ever-evolving landscape of AI, the U.S. government has initiated the "AI Cyber Challenge" (AlxCC), a two-year competition focused on developing cutting-edge AI-powered cybersecurity systems, primarily aimed at safeguarding critical national infrastructure. AI leaders, including Microsoft, OpenAI, and Bard, have stepped up to participate in AlxCC, challenging competitors nationwide.

Upskilling For Our Future

Through all its contingencies, it's nearly impossible to predict what the future of AI will look like. But one thing is for certain — many people may soon discover that their job has been modified, that they are working in an evolving industry, and that AI technology has forever altered what they do and the way they do it.

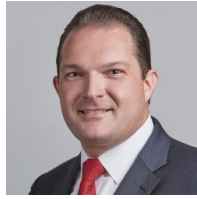
In order to gain a competitive advantage, companies are proactively investing in upskilling their workforce for new roles and responsibilities. Engineering companies, in particular, will require more talent for AI and machine learning to integrate LLMs. A survey cited in Bain's 2023 Technology Report indicates that almost 40% of software companies identify the lack of technical skills as the primary obstacle to AI adoption.

There is a learning curve, and as industries and governments get up to speed, the impact will be profound. AI stands at the center of the global technological revolution and the momentum is pushing corporate executives and policymakers to think through how their organizations will reinvent themselves for an AI-fueled economy. Despite the undeniable AI wave and its technological power, humans and human intelligence still hold the ultimate say on how and at what pace AI gets incorporated into global industry and government, as well as our daily lives.

TOP CYBERSECURITY CONSULTANTS AND LEADERS of 2023



Rex Thexton
Accenture
Senior Managing Director



John Stevenson
Protiviti
Managing Director Cloud
Security Lead



Carlos Oliver Mosquera
Kearney
Partner



Alex Trafton
Ankura
Senior Managing Director



Shay Colson
Intentional Cybersecurity
Managing Partner



Henry Bell
ScottMadden, Inc.
Partner



Andrew Turner
Booz Allen Hamilton
Executive Vice President



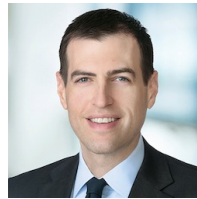
Brad Medairy
Booz Allen Hamilton
Executive Vice President



Kelly Rozumalski
Booz Allen Hamilton
Senior Vice President



Aniket Bhardwaj
Charles River Associates
VP, Global Cybersecurity
& Privacy Services



Cuyler Robinson
Charles River Associates
VP, Forensic Services
Practice



Matthew McFadden
CDIT
VP, Cyber and Distinguished
Technologist



Lance Mathews
Charles River Associates
Principal, Forensic
Services



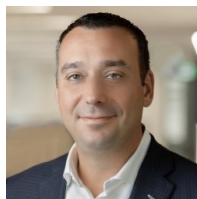
Sean Joyce
PwC
Global Cybersecurity and
Privacy Leader



Pia Capra
Booz Allen Hamilton
Principal



Ken Stasiak
RSM US
Principal



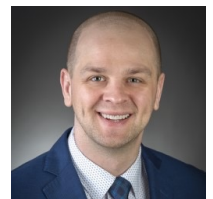
Charles Jacco
KPMG
Principal, Cyber Security
Services



John Pearce
Grant Thornton
Principal, Cyber Risk
Advisory Service



Adam Hart
Charles River Associates
Principal



Matthew Franko
RSM US
Principal



David Sun
CohnReznick LLP
Principal



David Gardner
Advanced IT Concepts
Chief Executive Officer

TOP ARTIFICIAL INTELLIGENCE CONSULTANTS AND LEADERS of 2023



John Collins
FTI Consulting
Managing Director



Paul Henninger
KPMG UK
Partner, Head of UK
Connected Technology &
Global Lighthouse



Lan Guan
Accenture
Global Data and AI Lead,
Senior Managing Director



Jean-Gabriel Prince
KPMG
Director, Data Analytics
and Artificial Intelligence



Wim Verleyen
Raytheon Technologies
Associate Director, Data
& Analytics

TOP DIGITAL TRANSFORMATION CONSULTANTS AND LEADERS of 2023



Stephan Krubasik
Kearney - Partner and
Managing Director



David Goldberg
Marsh - Managing Director
and Global Head of Digital
Transformation



Bob Ghafouri
Alvarez & Marsal
Managing Director with
A&MPLIFY



Heiyab Tessema
Oliver Wyman
Partner



Jo Debecker
Wipro Limited - Senior Vice
President and Global Head of
CIS



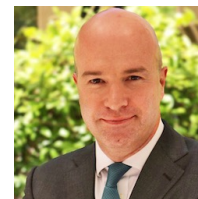
Adrian Clamp
KPMG UK - Partner and
Global Head of Digital
Transformation



Anupriya Ramraj
PwC
Partner, Cloud & Digital



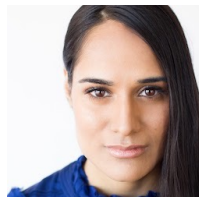
Shahid Khan
Arthur D. Little
Partner



Pablo Escutia
Kearney - Senior Partner and
Head of Digital
Transformation Practice,
Spain and Portugal



Daniel Krauss
EY - Partner, Global
Transformation Platform
Leader



Fareeda Ahmed
Arthur D. Little
Principal



Craig Swanson
Booz Allen Hamilton
Vice President

TOP TECHNOLOGY CONSULTANTS AND LEADERS *of 2023*



Ranjit Bawa
Deloitte
*Chief Strategy and
Technology Officer*



Jeanette Calandra
PwC
*Global Advisory TMT
Leader*



Sean McDevitt
Arthur D. Little
Partner and Head of USA
TIME and Global Telecom
Transaction Services Practices



Raghavan Sundararajan
HCL Technologies -
*Senior Vice President,
Delivery Head*



Harshul Asnani
Tech Mahindra
Senior Vice President



Tara Duke
Slalom
Managing Director



Manish Khandelwal
PA Consulting Group
Partner



Mario Desiderio
Huron Consulting Group
Managing Director



Soumendra Mohanty
Tredence
Chief Strategy Officer



Kevin Erdal
Nordic Global
*Managing Director and
Practice Leader*



Gustavo Alba
Heidrick & Struggles
*Global Managing Partner,
Tech & Services*

Top CEO Interview: Alex Liu, Kearney - CEO, Managing Partner, and Chairman of the Board

1. What is your vision for Kearney in the next five to ten years?

Like any trusted adviser, Kearney wishes to be the #1 choice with as many clients as possible, where we are mutually important and indispensable to each, where we are most relevant on the most fundamental issues and topics, and where we have opportunities for on-the-job apprenticeship and talent development. I would like our client portfolio to span all major enterprises: corporate, public sector and private equity-led, across all key geographies.

So, where we may now have more than one hundred clients where we are truly considered #1, I would like to see many more hundreds.

Becoming #1 with more clients also means we will serve more clients around the globe, including in growing geographies of the Middle East and the Global South. Kearney will also grow even more brand awareness in the C-suite so that we are not a “best kept secret.”

On the capabilities side, we continue to invest in areas we are known for, such as strategic operations and transformations where we navigate interdependent issues, such as macro geo Scenarios, Supply chain, Sustainability and Software-led transformations, our 4 Ss.

On the people and culture side, we will continue to be a beacon for allyship, belonging and collaboration, the “ABC”s of building a firm that can endure over multiple generations and inspire talent with our authenticity and diversity.

In five to ten years, if we do all the above well, we will continue to profitably grow at 15%+ per year, which in my view is the “ideal” organic growth rate for a people-based profession, (acquisitions would be an additional growth boost, and we have made four in the last six months alone). We have performed at this level during my tenure, and are on a trajectory to continue at that pace.

2. The consulting industry is highly competitive with many well-known firms, how does Kearney differentiate itself?

All trusted advisory firms differentiate based on both expertise and empathy: not only what you’re known for and who you know, but also how well you listen and serve their broader organizations.

Clients give us very specific feedback on why Kearney is different, better, often preferred. We are known for reliably delivering tangible client outcomes, leveraging deep content in both sectors and topics, and most importantly at a practical level below the fancy high-level slides our competitors might be applauded for. We work with the entire organization to enable change, versus serving only the most senior economic sponsor of the assignment. Our clients tell me that Kearney is different, better, preferred because our instinct is to make them the hero of the success story, and in an unpretentious, sleeves-rolled-up working style. That approach is refreshing to them (and they often work with multiple consultancies), because we are interested in collaboratively and actually fixing the problem, not satisfied with simply creating an elegant framework and then seeking to hang around for what’s next.

So, we differentiate by sticking to our strengths: Kearney overdelivers, stays hungry and humble, takes no assignment or client for granted, and works with the client at all levels for the required change, with the most human interventions. This puts Kearney into a category of one, rather than just another consulting firm.

3. How has your leadership philosophy evolved over the years?

As a young, immigrant outsider in the deep south of the US, I first learned the importance and skill of finding role clarity and maximizing the chance of building rapport with others, through my love of playing team sports of all kinds, in all seasons. If you can demonstrate that you can tangibly contribute to winning championships, then you will amplify cohesion towards a shared ambition, and you might even be chosen to captain that cause, that team. It's important to role model the success that you seek together.

In the workplace, I have observed that leaders create broader followership by how well they deliver on People, Purpose, and Praise. All teammates seek to be safe, seen, supported, and inspired. And they bring their best when there is a true purpose, and they have role clarity and receive individual acknowledgement. In my articles, podcasts, and book on the topic of workplace "joy," I double click on some of these notions more completely.

More recently, during the pandemic and with all the social and global turmoil since then, I learned that leaders must stay human too. They need not know it all (they don't) and should reveal a more authentic CEO style (being yourself is good enough) to build team rapport and true followership: listen, reflect, communicate, share, and just be yourself. I called this recent period, the "unmasking" of the CEO. It's not only a business requirement—it's a leadership positive.

In my context, I have found that leading a diverse, global firm of insecure overachievers (aren't we all?) requires a measure of all the above: an orderly focus on people, purpose, and praise, a passionate interest in winning championships, and an authentic personal style.

4. Being a consultant can often be thought of as a very challenging profession because of the heavy travel schedule, do you think that will change?

Challenge can be its own reward. Being asked by the world's most influential organizations to help them solve problems and tackle change that they cannot do on their own is empowering, exhilarating, and exhausting. If you love what you do, and do what you love, this challenge is addictive, at least it has been for me. But that challenge can tax us physically for sure.

The nature of how this "challenging" work is delivered, however, might adapt, given the role of technology as an enabler for remote productivity. My own view is that this genie is out of the bottle: there remains a need for in-person work with clients and with your teams, to build cohesion, to learn and to communicate more holistically, even transformatively. However, the tech-enabled virtual workplace is here: it enables more transactional productivity; it benefits those who cannot or wish not to travel; but it's not perfect either. Productivity is not a location. Problems are solved together, but not necessarily in the same room.

Each person must judge whether the overall professional challenge is worth the travel and the other personal tradeoffs—is the juice worth the squeeze? For the team leaders, we must find a way to weave in the most travel-liberating aspects of technology while preserving the person-to-person benefits of on-the-job learning, apprenticeship, and client service, which is the true craft of high-value consulting.

5. Can you tell us about your book and why you chose the topic of Joy as the key theme?

Why should any of us settle for anything less than joy at work? We are born happy, we go to first day of school happy, we graduate school and then go to our first jobs happy, but we then get to the workplace and our research shows that 50%+ of people do not experience joy at work, even though 90%+ expect that they should. This research was consistent across demographics, geographies, and even company size. What explains this?

When I assumed my role as leader of a global services firm, I wanted to explore how to inspire my own teams and help CEOs lead theirs too. Culture should be intentional and aspirational; it should strive for joy. Leaders should too. My initial research in 2019 pre-COVID for my article in the Harvard Business Review and then four seasons of podcast interviews (with academics, clients, athletes, Broadway producers, sociologists, entrepreneurs, and investors) on the topic of Joy at Work explored this core issue: how to unlock people energy, the most renewable energy source out there. This research led me to write my recent book, *Joy Works: Empowering Teams in the new Era of Work*.

We need people energy to solve the problems of the world. People want purpose and praise. They want joy and justice. They want to be unleashed and inspired. Our research highlighted that organizations dramatically increase the likelihood of creating a workplace of joy if their leaders emphasize harmony, impact, and acknowledgement: people, purpose, and praise. Culture always wins.

TOP CONSULTING FIRM CEOs of 2023



Alex Liu
Kearney
Managing Partner and
Chairman



Nigel Vaz
Publicis Sapient
Chief Executive Officer



Amy Gilliland
General Dynamics
Information Technology
President



Sophie Ross
FTI Consulting
Global Chief Executive
Officer, Technology



Shub Bhowmick
Tredence
Chief Executive Officer &
Co-Founder



Shashank Garg
Infocepts
Chief Executive Officer



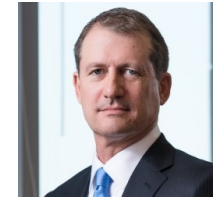
David Kessler
CohnReznick
Chief Executive Officer



Jessica Skon
BTS Group
Global Chief Executive
Officer



Pari Natarajan
Zinnov Management
Consulting
Chief Executive Officer &
Co-Founder



John Walsworth
CSG Government
Solutions
Founder, Chairman, and
Chief Executive Officer



Joseph Tarantino
Protiviti
President and Chief
Executive Officer

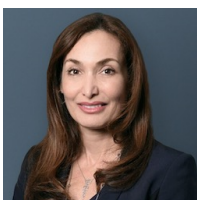


Loren Trimble
AArete
Chief Executive Officer

TOP WOMEN LEADERS of 2023



Susan Penfield
Booz Allen Hamilton
Chief Technology Officer



Sophie Ross
FTI Consulting
Global Chief Executive
Officer



Aruna Jayanthi
Capgemini
Managing Director,
LatAm & Canada



Srimathi Shivashankar
HCLTech - Corporate
Vice President and
Business Head of EdTech
Services



Shobha Meera
Capgemini Group
Group Chief Corporate
Responsibility Officer



Tracey Walker
RSM - Principal and Chief
Culture, Diversity, and
Inclusion Officer



Kathleen Federico
MITRE - SVP and Chief
People, Brand, and
Communications Officer



Renee Romulus
FTI Consulting
Vice President, Global
Talent Development

ADDITIONAL
INDUSTRY FOCUSED CONSULTANTS
AND LEADERS

TOP TRAVEL AND HOSPITALITY CONSULTANTS AND LEADERS of 2023



Jason Guggenheim
Boston Consulting Group
Managing Director &
Senior Partner



Edward Bignold
Alvarez & Marsal
Managing Director &
Partner



Sooho Choi
Alvarez & Marsal
Managing Director &
Partner



Alan Tantleff
FTI Consulting
Senior Managing Director



Jean Chick
Deloitte
Principal, US Restaurant &
Food Service Leader



Umar Riaz
EY - Americas Real Estate,
Hospitality & Construction
Consulting Leader



Radhika Papandreou
Korn Ferry
Managing Partner,
Chicago



Michael Gottlieb
CohnReznick
Managing Director,
National Hospitality
Advisory

TOP INSURANCE CONSULTANTS AND LEADERS of 2023



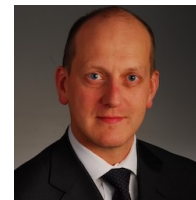
Alissa Ristic
KPMG
Managing Director,
Digital Insurance



John Forni
Grant Thornton
Managing Director



Gaurav Garg
Oliver Wyman
Partner and Global Head,
P&C Insurance



Martin Spit
EY - Parthenon
Principal, Insurance
Strategy and Transactions
Leader



Matthew Tierney
Grant Thornton
Principal, Global Leader,
Insurance



Gaston Messineo
EY - Parthenon
Principal, Strategy and
Transactions, Insurance



Kannan Amaresh
Infosys - Senior Vice
President & Global Head,
Insurance



Mark Longworth
KPMG UK - Global Head
of Insurance Advisory

TOP FINANCIAL SERVICES CONSULTANTS AND LEADERS of 2023



Ioannis Michos
Tata Consultancy Services
Managing Partner, EMEA
Head of Financial Services



Sankar Krishnan
Capgemini
EVP, Banking and Capital
Markets



Nicole Bodack
Accenture
Managing Director, Capital
Markets



Isabelle Santenac
EY
Global Insurance Leader



Ken Joseph
Kroll - Managing Director,
Financial Services
Compliance and Regulation



Paul Nockels
RSM
National Capital Markets
Industry Leader



Titus Bocseri
Slalom
Managing Director,
Global Strategy



Nageswar Cherukupalli
Infosys
Senior Vice President and
Sales Head



Michael Lee
EY - Global Wealth and
Asset Management
Leader



Fergus Gordon
Accenture
Managing Director and
Global Client Account
Lead



Aaron Byrne
EY Parthenon
Financial Services Leader



Florian Forst
Arthur D. Little
Partner

TOP CONSUMER AND RETAIL CONSULTANTS AND LEADERS of 2023



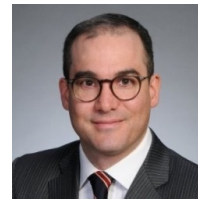
Sajal Kohli
McKinsey & Company
Senior Partner, Global Retail
and Consumer Packaged
Goods Practices



Charles-Etienne Bost
Kearney - Partner and Head
of Consumer Goods, Retail
and Luxury Business Europe



Leon Pieters
Deloitte Consulting
Global Consumer Industry
Leader



Frédéric Thomas-Dupuis
Oliver Wyman
Partner and Head of the
Americas Retail and
Consumer Goods Practice



Robert Holston
EY - Consumer Markets
Leader & Senior Global
Client Partner



Rachel Rosenblatt
FTI Consulting
Senior Managing Director
and Americas Head of
Consumer & Retail Sector



Greg Portell
Kearney
Lead Partner for Global
Client Growth



Kathryn Gramling
EY
Americas Consumer
Industry Markets Leader



Fulvio Manente
Softtek
Global Solutions Vice
President for Retail



Anup Prasad
Cognizant
Senior Vice President,
Consumer Business Unit
Head

TOP AUTOMOTIVE CONSULTANTS AND LEADERS of 2023



Jonathan Van Wyck
Boston Consulting Group
Managing Director &
Partner



Christian Malorny
Kearney – Partner, Managing
Director, Head of Global
Automotive Practice



Alan Martinovich
Arthur D. Little
Senior Partner



Andreas Nienhaus
Oliver Wyman
Partner



Doug Mehl
Kearney
Partner, Americas Lead,
Automotive and Industrials



Jason Alexander
RSM US LLP
Principal Manufacturing
Sector Leader



Marc Boilard
Oliver Wyman
Partner



Aditya Pathak
Cognizant - VP & Head of
Automotive,
Transportation, &
Logistics



Jaydip Mukhopadhyay
Wipro Limited
VP and Head of
Automotive



Axel Schmidt
Accenture - Senior
Managing Director and
Global Industry Sector
Lead, Automotive

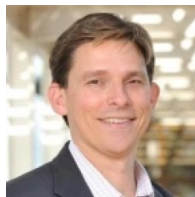
TOP REAL ESTATE CONSULTANTS AND LEADERS of 2023



Tim Bodner
PwC
Global Head of Real
Estate Deals



Anna Jastrzebska
Accenture
Managing Director, Global
Real Estate Services and
Lease Management Solutions
Lead



Jeff Hill
Boston Consulting Group
Managing Director &
Senior Partner



Ingrid Noone
FTI Consulting
Senior Managing
Director, Co-Leader of
Real Estate Solutions



Nick Walsh
Slalom
Director, Real Estate
Industry Practice

TOP EDUCATION CONSULTANTS AND LEADERS of 2023



André Dua
McKinsey & Company
Senior Partner



Louisa Menne Brøndsted
Implement Consulting
Group - Partner and
Director of Learning
Institute



Roy Mathew
Deloitte Consulting
Principal and Education
National Practice Leader



Jean Demchak
Marsh
Global Education Industry
Practice Leader

ADDITIONAL
CAPABILITY FOCUSED CONSULTANTS
AND LEADERS

TOP PRIVATE EQUITY CONSULTANTS AND LEADERS of 2023



Robert Haas
Kearney
Partner



Amit Laud
Alvarez & Marsal
Managing Director



Scott Bingham
FTI Consulting
Senior Managing Director,
Co-Leader of Global
Transactions



Jay Scanlan
Accenture
Private Equity Practice
Global Leader



Kim Clark
CohnReznick
Managing Director, CFO
Advisory



Colin Sanderson
RSM US
Partner, Eastern Region
Private Equity Practice
Leader



Claire Hackett
Kearney
Principal, Private Equity
Services



Bruna Melo
Alvarez & Marsal
Director Private Equity



Kerensa Butler
RSM US
National Private Equity
Strategy Leader in Audit



Rohini Christina Williams
Infosys
Global Head of Private
Equity

TOP MARKETING AND SALES CONSULTANTS AND LEADERS of 2023



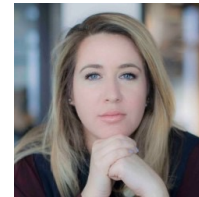
Bo Finneman
McKinsey & Company
Partner, Miami



Sean McDevitt
Arthur D. Little
Partner and Head of USA
TIME



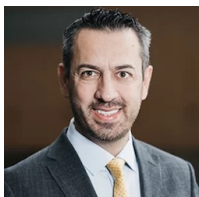
Barbara Venneman
Deloitte Digital
Global Head, Global
Leader Customer &
Marketing Portfolio



Corinne Sklar
IBM Consulting
Worldwide Vice President
of Marketing &
Communications



Maeve Hagen
Taylor
Managing Partner



Ozgur Adigozel
Boston Consulting Group
Managing Director &
Senior Partner



Paul English
Ogilvy Consulting
Business Transformation,
Growth & Innovation

TOP OPERATIONS CONSULTANTS AND LEADERS of 2023



Jim Kilpatrick
Deloitte
Partner, Global Supply Chain & Network Operations Leader



Fredrik de Maré
FTI Consulting
Senior Managing Director



Alistair Kett
PwC UK - Lead Partner of Supply Chain and Operations



Gautam Narayan
Slalom
Director, Global Supply Chain



Ben YoKell
Grant Thornton
National Sourcing & Supply Chain Practice Leader

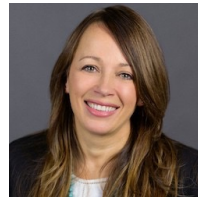
TOP HUMAN CAPITAL CONSULTANTS AND LEADERS of 2023



Micah Alpern
Teneo
Senior Managing Director



Michael P. Stephan
Deloitte Consulting
US Human Capital National Managing Partner



Kate Neki Padgett
Booz Allen Hamilton
Vice President of Leadership and Executive Services



Anthony Abbatiello
PwC
Workforce Transformation Practice Leader



Tami Simon
Segal - Senior Vice President, Global Corporate Consulting Business Leader



Peter Brown
PwC UK
Partner, Leader, Global People and Organization



Mark Williamson
KPMG UK
Partner



Brent Young
KPMG
Director of Human Capital Advisory



Steven Hatfield
Deloitte
Principal, Workforce Transformation



Yaarit Silverstone
Accenture - Senior Managing Director of Strategy, Talent & Organization



Amber Grewal
Boston Consulting Group
Managing Director, Partner, and Head of Global Talent

TOP MERGERS AND ACQUISITIONS CONSULTANTS AND LEADERS of 2023



Philip Isom
KPMG
Global Head M&A



Alberto Fumo
Kearney - Global Practice
Lead, Transactions &
Transformation



Jeff Black
Mercer
Partner



Rodrigo Sletatt
McKinsey & Company
Partner



Bernd Oehring
Oliver Wyman
Partner



Dhruv Sarda
Alvarez & Marsal
Managing Director



Vikas Sekhri
RSM US LLP
Partner and National Leader,
M&A Tax Services



Steven Berger
Kearney - Partner, HR,
Leadership & Change



Alex Liu
McKinsey & Company
Partner



Klaus Peter Müller
Implement Consulting Group
Senior Partner, Strategy &
Transformation



Tim Crowhurst
Cognizant
Senior Vice President & Head
of Corporate Development



Christine Cheung
Slalom - Principal
Consultant, Global M&A



Kevin Lane
Crowe
Partner, Head



Nicolai Tandrup
Implement Consulting
Group - Senior Partner



Ramendra Rout
Wipro
Director of M&A



Joseph Ring
RSM US LLP
Principal, National M&A
Practice Lead

TOP SUSTAINABILITY CONSULTANTS AND LEADERS of 2023



David Young
Boston Consulting Group
Managing Director &
Senior Partner



Will Jackson-Moore
PwC
Global Sustainability
Leader



Velislava Ivanova
EY - Americas Chief
Sustainability Officer



Richard Forrest
Kearney - Partner, Global and
Europe Lead, Sustainability



Thibaut Millet
EY
Partner, Climate Change
& Sustainability Services



Hasan Shafi
Arthur D. Little
Partner



Katherine Lampen
Deloitte
UK Sustainability and
Climate Change Partner



Chris LeWand
FTI Consulting
Senior Managing Director



Robert Hirth
Protiviti
Senior Managing Director



Jacques Buith
Deloitte Consulting
Global Lead Partner United
Nations



Susan Kenniston
Wipro
VP and Global Head of
Domain & Consulting



Emma Cox
PwC UK
Global Climate Leader



Stephen Ambrose
SAIC
Chief Climate Scientist,
Climate Enterprise



Courtney Holm
Cappgemini
VP, Sustainable Futures

TOP STRATEGY CONSULTANTS AND LEADERS of 2023



Eric Wick
Boston Consulting Group
Managing Director and
Senior Partner



Adam Echter
Simon-Kucher
Partner



Scott Rankin
KPMG
Principal, Global Head of
Strategy



Laura Manson-Smith
Korn Ferry
Global Leader Organization
Strategy Consulting

NYC AWARDS NIGHT

FALL 2024



THE
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REPORT