

# [Lance Richards](#)

at Kelly Services

Troy, MI, US

Global Workforce Futurist; frequent speaker;  
author...

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30+ years in HR, 20+ years focused on cross-border HR. Workforce futurist and frequent speaker/author.

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Keynote, Moderator, Panelist, Workshop, Author Appearance

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Airlines/Aviation, Outsourcing/Offshoring, Human Resources, Management Consulting, Hotels and Resorts, Think Tanks, Executive Search, Talent Management, Hospitality, Recruiting

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HR, Talent, Globalisation, Multigen, Education

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Society for Human Resources Management

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## **Talentomics**

A review of the top metatrends impacting business, and the people which drive business.

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## **The Leadership Deficit**

SHRM State Conferences, Private Client events

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## **Excelsior College, Albany NY, USA**

BSc Communications Theory, Human Resources

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## **Excelsior College**

BSc

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## **Published The Leadership Deficit**

The Leadership Deficit was named as SHRM's Executive Book Club Book of the Month for October, 2012.

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