



Dr. David DeLong is an author, speaker and president of Smart Workforce Strategies, a consulting firm that helps organizations find solutions to critical skill shortages and risks of knowledge loss. Dr. DeLong is also:

- A research fellow at the MIT AgeLab and has been an adjunct professor at Babson College, teaching MBA's "Leading & Managing Change."
- An acclaimed keynote speaker and co-author of the *The Executive Guide to High-Impact Talent Management* from McGraw-Hill.
- Author of the widely praised *Lost Knowledge: Confronting the Threat of an Aging Workforce* from Oxford University Press.

- Veteran researcher who has spent more than 20 years studying the strategic impacts of changing workforce demographics and knowledge loss on organizational performance.
- A source of insights from over 600 interviews in knowledge-intensive organizations developing solutions for the knowledge retention and workforce development challenges posed by Baby Boomer retirements and changing values of Millennials.
- Author of *Graduate to a Great Job: Make Your College Degree Pay Off in Today's Market*, based on more than 50 case studies of Millennials who have successfully launched their careers.
- Widely quoted in the *New York Times*, *Fortune Magazine*, the *Wall Street Journal*, the *Financial Times*, *CIO Magazine*, *S. News & World Report*, and the *Boston Globe*.
- Interviewed on NPR's "Morning Edition" and "Talk of the Nation."

A former researcher at both Harvard Business School and MIT's Sloan School, Dr. DeLong is also:

- Co-author (with J.F. Rockart) of *Executive Support Systems: The Emergence of Top Management Computer Use* from Dow Jones-Irwin.
- Presenter of dozens of keynote talks and workshops in the U.S., Europe, Australia, and South America
- A widely-published writer whose work has appeared in journals and magazines such as *Harvard Business Review*, *The New York Times*, *Sloan Management Review*, *The Boston Globe*, *Newsweek International*, *Organizational Dynamics*, *Computerworld*, and *Magazine*.
- Recipient of a doctorate in organizational behavior from Boston University and an M.P.A. from Harvard's Kennedy School of Government.