



## ELIZABETH DERBY

Practice Director of Human Capital  
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Elizabeth empowers organizations, leaders, and talent to thrive in today's dynamic business environment. As Fahrenheit's Human Capital Practice Director, she partners with clients to solve their most critical human capital challenges. She develops tailored, actionable strategies and interventions that drive business outcomes and serve both present and future needs.

Elizabeth has a diverse background as a business executive, entrepreneur, consultant and HR leader. She has advised clients across multiple industries in her human capital consulting roles at Kincentric, changeforce.ai and Jennifer Brown Consulting. She has also served in internal HR leadership positions at Donaldson, Lufkin & Jenrette, Credit Suisse, Voya Financial, RBC Capital Markets and Avanade. She started her career as a public finance banker. Elizabeth is a recognized thought leader and speaker who has authored several influential white papers.

### FUNCTION & SPECIALIZATION

- People & talent strategy
- Talent practices - recruiting, talent development, and performance management
- Leadership - succession planning, performance assessment, and training & development
- High-performing executive teams & alignment
- HR strategy
- Change management
- Diversity, Equity, & Inclusion (DEI)
- Employee experience & life cycle

### REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- Kincentric, a Spence Stuart Company
- Jennifer Brown Consulting
- Avanade
- Voya Financial
- RBC Capital Markets
- Credit Suisse

### EDUCATION, LICENSES & CERTIFICATIONS

- B.A., Economics and French, Wellesley College
- Diversity, Equity, & Inclusion certificate, Muma School of Business
- Intercultural Development Inventory certification
- PROSCI Change Management certification

### PROFESSIONAL ASSOCIATIONS & COMMUNITY ORGANIZATIONS

- Advisory Board, Roble Ventures
- Board Member, Wellesley in Coastal and Central Virginia
- Former Board Member, FortÃ© Foundation