



Andrew Scott

AUTHOR · BUSINESS SCHOOL PROFESSOR · ECONOMIST

Most organisations have stress-tested their strategy against geopolitical risk and AI disruption. Few have asked the same question about longevity. The shift to longer lives is already restructuring labour supply, consumer behaviour, healthcare costs, and fiscal policy, simultaneously. Boards that treat demographic change as a background condition, rather than a structural economic force, are calibrating long-term strategy around assumptions that have already been invalidated.

Longevity is restructuring careers, labour markets, and fiscal systems faster than most long-term strategies account for. Andrew Scott CBE, Professor of Economics at London Business School and Principal Scientist (Economics) at the Ellison Institute of Technology Oxford, helps organisations and governments identify where their current assumptions are already wrong.

Andrew Scott's 2026 Biography

Why organisations work with Andrew Scott

- His published distinction between an “ageing society” and a “longevity society”, developed in *The Lancet Healthy Longevity* and across his books, gives leadership teams a concrete alternative to deficit-focused demographic thinking, with direct implications for workforce design, business model adaptation, and long-term investment.
- His two books, *The 100-Year Life* (over one million copies sold) and *The Longevity Imperative* (2024, shortlisted for the FT-Schroders Business Book of the Year), translate macroeconomic and health research into specific decisions organisations face: how to structure careers, what skills to invest in, how to redesign pension and benefits frameworks.
- His academic research, including a paper in *Nature Aging* co-authored with David Sinclair and Martin Ellison, connects macro-economic strategy to the science of ageing itself, giving organisations a basis for anticipating how advances in health and geroscience will affect labour supply and workforce composition over the next two decades.
- As leader of the CEPR Research Policy Network on the Economics of Longevity and Ageing, he has an overall view of policy, academic research, and applied economic intelligence: not a commentator on the trend, but one of the people who defines the research agenda.
- His advisory roles at the UK Office for Budget Responsibility, and his prior work with HM Treasury and the Bank of England, mean he can brief boards on the regulatory and fiscal changes that longevity economics will drive - before those changes arrive on the agenda.

AVAILABLE FOR

- After Dinner Engagement
- Masterclass
- Moderating and Emcee
- Panel Participation
- Speaking

ANDREW'S SPEAKING THEMES

- Business Strategy & Growth
- Economic Trends & Global Markets
- Future of Work
- Multigenerational Workplace
- Political Risk & Policy
- Workforce Transformation

LANGUAGES: English

Biography highlights

- Professor of Economics at London Business School; Principal Scientist (Economics) at the Ellison Institute of Technology, Oxford
- CBE, 2026 New Year's Honours – for services to economics, research and public discourse
- Co-author of *The 100-Year Life* (with Lynda Gratton) – over one million copies sold; runner-up for the FT/McKinsey Business Book of the Year Award
- Author of *The Longevity Imperative* (2024) – shortlisted for the FT-Schroders Business Book of the Year; named one of the FT's best summer economics reads
- Research Fellow, Centre for Economic Policy Research; leads the CEPR Research Policy Network on the Economics of Longevity and Ageing; member of the WEF Global Future Council on Healthy Ageing and Longevity
- Former Non-Executive Director, UK Financial Services Authority; former Managing Editor, Royal Economic Society's *Economic Journal*; advisory board member, UK Office for Budget Responsibility; adviser to HM Treasury and the Bank of England

Biography

The 100-Year Life, co-authored by Andrew Scott and Lynda Gratton, has sold over a million copies. What made it resonate was not the data on life expectancy; it was the argument that longer lives require a fundamentally different structure for careers, organisations, and economic systems. That argument sits at the centre of Scott's research at London Business School and the Ellison Institute of Technology in Oxford.

Scott's central distinction – between an “ageing society” and a “longevity society” – reframes longevity from a background risk into a strategic imperative. An ageing society focuses on supporting rising numbers of older people. The longevity society, as Scott defines it in *The Lancet Healthy Longevity*, demands that organisations prepare for fifty-year careers, not just older employees. The implication for workforce strategy, benefits design, and long-term investment is structural, not cosmetic.

The Longevity Imperative (2024, shortlisted for the FT-Schroders Business Book of the Year) extends the analysis from individual careers into system-level change: health systems, fiscal policy, financial markets. Academic research published in *Nature Aging* with David Sinclair and Martin Ellison grounds this macro-economic framing in the science of ageing itself – connecting what medical advances mean for labour supply to decisions boards face today.

Scott advises the UK Office for Budget Responsibility and has previously advised HM Treasury and the Bank of England. He co-founded The Longevity Forum and serves on the World Economic Forum's Global Future Council on Healthy Ageing and Longevity. In 2026, he was appointed CBE for services to economics, research and public discourse.

Key speaking topics

- Economics of longevity
- Demographic change and long-term economic growth
- Multigenerational workforce design
- Career reinvention and the 50-year working life
- Health, ageing, and the economics of prevention

- Fiscal sustainability and pension system reform
- AI, technology, and demographic change
- Business strategy and long-run demographic risk

Ideal for

- CHROs and heads of people strategy at large, multigenerational organisations navigating career architecture and workforce planning for longer working lives
- Boards and senior leadership teams integrating demographic risk into long-term strategy alongside AI and geopolitical disruption
- Financial services leaders – asset managers, pension funds, insurers – whose business models are directly shaped by the structural economics of ageing populations
- Policymakers and public sector leaders with responsibility for labour market, health, or fiscal policy

Audience outcomes

- A concrete framework – the ageing society vs longevity society distinction – for identifying where current workforce and business strategies are misaligned with demographic reality
- Clarity on the three-dimensional longevity dividend: what it means in practice to build for lives that are longer, healthier, and economically productive
- Specific implications for pension design, benefit frameworks, talent investment, and career architecture – not trend-watching, but decision-relevant analysis
- An evidence-based view of how advances in geroscience and health technology are likely to affect labour supply and workforce composition over the next two decades
- A new strategic vocabulary for the board conversation on longevity – one that moves from “ageing burden” to a concrete set of opportunities and organisational decisions

Andrew Scott's 2026 talks & topics

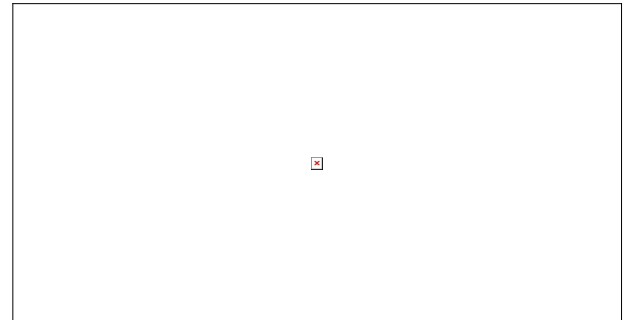
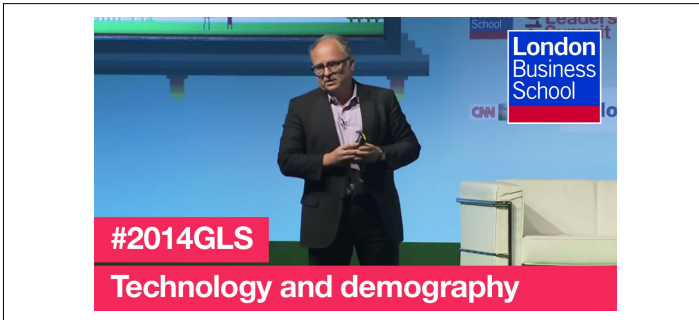
The Longevity Imperative: Building a Better Society for Healthier, Longer Lives

This talk makes the case for moving from an ageing society narrative – focused on managing more older people – to a longevity society agenda that treats longer lives as one of the defining strategic opportunities of the 21st century.

Key takeaways:

- Why the “ageing society” narrative misdirects organisational strategy, investment decisions, and policy – and what the “longevity society” framing changes
- The three-dimensional longevity dividend: how longer lives must also be healthier and more economically productive, and what that requires of organisations and governments
- The specific structural changes – in workforce design, health systems, financial markets, and career architecture – that the longevity imperative demands

Andrew Scott's Videos



What Andrew Scott's clients say

Andrew has been an ever present speaker and lecturer on our flagship leadership programme since 2007. He is a genuinely authentic and engaging speaker, with some great stories to tell and a very insightful and informative style. Always a great favourite with the participants for providing a great balance between challenging and informing.

Eric Linin

Head of Talent Development Human Resources, Lloyd's

Fujitsu has really benefited from Professor Andrew Scott's deep insight into a diverse range of macro-economic topics including Sustainability and the 100 year life. The purpose of the sessions has been to better equip our senior people to be able to have 'non-agenda' conversations with key clients to start to unlock and create extra value for our clients – and we are already seeing this investment paying dividends!

Rachel Rose

Fujitsu

Andrew provided an overview of European market dynamics to a group of senior executives from many different disciplines across the GE businesses. He approached the subject, which could be a little dry, with energy, enormous insight and a wry humour! He gauged very well both the expertise and interest levels of the audience and tailored the talk accordingly. It received consistently excellent feedback from the attendees who described better understanding the complexities of the economic environment but also valued hearing a point of view rather than mere facts and figures. I can't recommend Andrew highly enough and wouldn't hesitate to ask him to speak for me again.

Gabrielle Silver

Brunswick Group

Living 100 years and working productively for the greater part of them will soon be a reality. That means that life stages as we know them have to be reinvented. Gratton and Scott's wonderful book prepares us – individuals, organisations and societies – for the possibilities of this brave new world of longevity and teaches us what it will take to thrive in it.

Professor Herminia Ibarra

INSEAD

For Macroeconomics: Understanding the Global Economy: 'This is a timely, fascinating and thought provoking book, full of wonderful information about the potential of a 100-year life. A brilliant read for individuals but it should be mandatory reading for our politicians and those responsible for planning in health and social and social care.

Shirley Cramer

CBE Chief Executive, Royal Society for Public Health

For *The 100 Year Life*: 'Lynda Gratton and Andrew Scott have written an important and highly readable analysis of the problem that most governments and corporations would prefer to ignore. A lot of us are going to live a lot longer than our grandparents – indeed, more than half of today's kids will live to be 100. This has implications for much more than just our personal finances. Our entire lives, they argue convincingly, will need to be reconfigured to deal with the unprecedented lifespans we are being granted. Required reading for baby boomers and millennials alike.

Niall Ferguson

Laurence A. Tisch Professor of History, Harvard

The conference went very well. The feedback has been excellent – especially on Andrew's speech, as he scored the highest rating of all speakers... very impressive! People found it really motivating and inspiring, and it helped them to understand what journey we are on, which was our main intention by having Andrew as speaker at the conference.

Wealth Management, Danske Bank

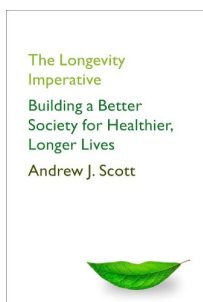
Feedback has been thoroughly positive from both the internal and external event Andrew kindly presented in. He provided such an insightful session that benefitted the audience greatly Not only did Andrew deliver an educational speech he brought a delightful humour to the rooms which was wonderful. Andrew was a pleasure to work with on the day and I'm very grateful he made the time to attend both sessions.

BlackRock

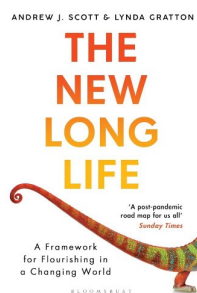
We had a very warm receptive audience for Andrew Scott yesterday. We could have had him speak for a lot longer. His topic will have certainly provoked some thinking about longevity and its impact on society.

Baile Gifford

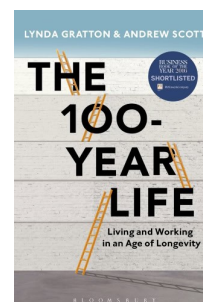
ANDREW'S LATEST BOOKS



The Longevity Imperative: Building a Better Society for



The New Long Life: A Framework for Flourishing in a



The 100-Year Life: Living and Working in an Age of Longevity

Healthier, Longer Lives

Changing World