



Dr. Grace Lordan

BUSINESS SCHOOL PROFESSOR

Most inclusion work in firms is built on good intentions and weak evidence. Leaders spend heavily on training, charters, and targets, then cannot show which actions moved hiring, promotion, or retention. The gap between stated commitment and measurable progression is where credibility, talent, and money quietly leak away.

Grace Lordan is an LSE behavioural scientist who helps organisations redesign the decisions that shape who gets hired, heard, and promoted, using evidence rather than slogans.

Dr. Grace Lordan's 2026 Biography

AVAILABLE FOR

- Speaking

Why organisations work with Grace Lordan

- She runs the only research centre of its kind inside a top-tier university focused on bringing behavioural science to inclusion at firm level, The Inclusion Initiative at LSE, which gives her findings weight that internal DEI teams cannot generate alone.
- Her work tells senior leaders which interventions actually shift hiring, promotion, and retention data, and which ones look good in a values statement but fail under measurement.
- She speaks the language of CFOs and boards, linking inclusion to productivity and performance, which is what gets budget approved and kept.
- She brings a practical behavioural toolkit, nudges, structured decision design, debiased processes, that leaders can install rather than aspire to.
- Her Penguin book Think Big has built a wide reader base among professionals, so audiences often arrive already familiar with her frame for individual career design, which makes the organisational material land faster.

GRACE'S SPEAKING THEMES

- Behavioural Economics
- Diversity, Equity & Inclusion
- Future of Work
- Inclusive Leadership
- Organizational Design
- Talent Retention Strategies

LANGUAGES: English

Biography highlights

- Associate Professor in Behavioural Science, London School of Economics and Political Science.
- Founding Director of The Inclusion Initiative at LSE, the research centre she established in 2020.
- Director of the MSc in Behavioural Science at LSE.
- Author of Think Big: Take Small Steps and Build the Future You Want (Penguin Life, 2021).
- Served on the UK government's Skills and Productivity Board and the BEIS social mobility taskforce; advisory board member of the Women in Finance Charter.

- Contributor to Financial Times, Harvard Business Review, MIT Sloan Management Review, Fortune, Fast Company, and Reuters; host of the Work FORCE podcast.

Biography

Inclusion work inside firms has a credibility problem. Budgets have grown for a decade, yet most leadership teams struggle to show a clean line between their interventions and real movement in who gets hired, promoted, and retained. That is the gap Grace Lordan has built a career around closing.

She is an Associate Professor in Behavioural Science at the London School of Economics and the founding director of The Inclusion Initiative, the LSE research centre she established in 2020 to bring behavioural science into how firms actually design talent decisions. Her research tests which interventions move the numbers and which do not, across hiring screens, promotion processes, and team composition. The work is published in peer-reviewed journals and picked up by Financial Times, Harvard Business Review, and MIT Sloan Management Review.

She also directs the LSE MSc in Behavioural Science, teaches corporate decision-making to executive students, and has advised the UK government on skills, productivity, and social mobility. Her Penguin book *Think Big: Take Small Steps and Build the Future You Want* applies the same evidence base to individual career design, which is why professional audiences often encounter her ideas before they meet her in the room.

What senior buyers get is someone who can talk to a CHRO about process design, to a CFO about productivity, and to a board about where their inclusion spend is working. The argument is built on evidence from an LSE research centre, not consultancy generalities.

Key speaking topics

- Inclusion as a measurable driver of firm productivity
- Behavioural science applied to hiring and promotion decisions
- Designing teams for performance and progression
- The future of work and skills in a changing labour market
- Women's progression and the economics of the gender gap
- Evidence-based leadership and debiased decision-making

Ideal for

- CHROs and heads of talent responsible for moving measurable inclusion outcomes
- CEOs and boards allocating budget to DEI and wanting to know what actually works
- Financial services and professional services leadership teams working under the Women in Finance Charter or equivalent progression commitments
- Executive audiences across government, policy, and regulated sectors addressing skills and social mobility

Audience outcomes

- A sharper read on which inclusion interventions have evidence behind them and which do not
- Specific behavioural design moves leaders can apply to hiring,

promotion, and team decisions

- Language that connects inclusion to productivity and performance for CFO and board conversations
- A clearer view of where the future of work is moving for skills, talent pipelines, and progression
- Confidence to retire activities that signal good intent but fail on measurement

Dr Grace Lordan has a PhD in Economics, and an undergraduate degree in computer science. Her research is focused on understanding why some individuals succeed in life and others don't. She is an expert on the effects of bias, discrimination and technology changes. Grace has published in top general journals of economics, as well as the broader social sciences. Her research has been covered by The Financial Times, The Guardian, The Times, BBC, The Telegraph, The Independent, City AM, Forbes, Wired and Bloomberg.

Grace is the Founding Director of The Inclusion Initiative (TII). Grace set this research center up at the LSE in 2020. TII aims to bring behavioural science insights to firms to allow them to enhance the inclusion of all talent, and simultaneously produce academically rigorous and relevant research that links directly to TII's purpose. Currently TII has two hubs. The first dedicated to research into financial services firms in London, and the second focused on Growth and Governance through the measurement of inclusion.

Grace is the inaugural Director of the MSc in Behavioural Science at the LSE, and teaches corporate behaviour and decision making to executive MSc students at the LSE. Grace is the director of LSE's Inclusive Organisations virtual course. Grace has a decade of experience teaching econometrics at the LSE.

Grace served as an expert advisor to the UK government sitting on their skills and productivity board. Grace is a member of the UK government's BEIS social mobility taskforce and is on the Women in Finance Charter's advisory board. Grace has also led consultancy projects for the Low Pay Commission and the European Commission, along with being an invited speaker to events convened by the Irish, British, French, Australian and US governments. Grace leads the £2 million ESRC funded Diversity and Productivity from Education to Work (DAPEW) project.

In March 2021 Grace published Think Big, Take Small Steps and Build the Future you Want. This is her first book, and it is published by Penguin. Its aim is to relay behavioural science insights to its readers to allow them commit to a medium-term plan to realise their aspirations.

Grace is a public speaker, and has given numerous talks to Blue Chip Companies and at conferences.

Dr. Grace Lordan's Videos



Dr. Grace Lordan's 2026 speaking fees

Specific fees fall within the ranges shown. These are presented as a guide only and are subject to change without notice.

	EUR	GBP	USD
Home Country	Under €12000	Under £10,000	Under \$15000
Asia Pacific	Please enquire	Please enquire	Please enquire
Europe	Please enquire	Please enquire	Please enquire
Middle East & Africa	Please enquire	Please enquire	Please enquire
South America	Please enquire	Please enquire	Please enquire
United Kingdom	Under €12000	Under £10,000	Under \$15000
US East Coast	Please enquire	Please enquire	Please enquire
US West Coast	Please enquire	Please enquire	Please enquire
Virtual	Please enquire	Please enquire	Please enquire