



Russell Beck

AUTHOR

Talent scarcity is not a cycle. It is a structural condition, and most organisations are still running people strategies designed for a different labour market. The gap between what employees now expect from work and what employers are offering has widened, and compensation alone does not close it. Leaders who cannot articulate why their organisation is worth someone's career will lose that competition consistently.

Russell Beck, author of *The World of Work to 2030* and winner of the Institute of Leadership's Leadership Book of the Year 2024 – helps organisations build talent strategies and cultures capable of competing in a labour market that has permanently shifted in favour of the employee.

Russell Beck's 2026 Biography

Why organisations work with Russell Beck

- His 6C© model (Compensation, Career, Cause, Community, Culture, Company) gives people teams a structured, actionable framework for talent strategy: not a list of principles, but a diagnostic and planning tool organisations can apply directly.
- His career spans engineering project leadership across 25 countries, European Head of Talent at Yahoo!, MD of a £120m talent outsourcing business, and Global Head of Consulting at Impellam Group: a level of operational depth that most future-of-work commentators do not have.
- *The World of Work to 2030* was recognised by the *Financial Times* as a business book to read and won the Institute of Leadership's Book of the Year giving his frameworks independent, named validation rather than self-asserted authority.
- He translates megatrend analysis into specific commercial decisions. His sessions leave teams with a clear view of what the talent market will require of them by 2030, not just why it matters.

Biography highlights

- Author of *The World of Work to 2030*, published by Bloomsbury Business (2024)
- Winner, Institute of Leadership Leadership Book of the Year 2024
- Recognised by the *Financial Times* as a business book to read; regular interviewee in the *FT*
- Former European Head of Talent, Yahoo! – built one of the first pan-European talent functions
- Former Managing Director, Carlisle Managed Solutions – grew business to £120m turnover in 30 months; former Global Head of Consulting, Impellam Group

AVAILABLE FOR

- Speaking
- Training and Workshops

RUSSELL'S SPEAKING THEMES

- Corporate Culture
- Employee Wellbeing
- Future of Work
- Inclusive Leadership
- Multigenerational Workplace
- Purpose-Driven Leadership
- Talent Retention Strategies
- Workforce Transformation

LANGUAGES: English

- Engineering project leader across 25+ countries, including a USD500m programme; co-owner and Director of Inspiration, ImagineThinkDo

Biography

Work is changing faster than most organisations' talent strategies can keep up with. The labour market that defined hiring and retention practices for the last thirty years has shifted structurally, and the organisations still winning on compensation alone are discovering the limits of that approach. Russell Beck has spent three decades working through this tension as an operator running large-scale engineering programmes across 25 countries to building Yahoo!'s first pan-European talent function, to leading a £120m talent outsourcing business as Managing Director.

His book, *The World of Work to 2030*, published by Bloomsbury Business, maps the megatrends reshaping organisations and careers and translates them into a practical action framework. It won the Institute of Leadership's Leadership Book of the Year in 2024 and was recognised by the *Financial Times* as a business book to read. The book's argument is not that change is coming, it is that most organisations are already behind, and that closing that gap requires deliberate, structured action on people strategy now.

The 6C© model (Compensation, Career, Cause, Community, Culture, Company) is Beck's proprietary framework for diagnosing and rebuilding talent strategy in a market where employees hold structural leverage. It has been deployed with organisations across sectors including Vodafone, the NHS, Cambridge University Press and the Top Employers Institute.

Through ImagineThinkDo, the consultancy and development firm he co-owns with Alison Beck, he works directly with senior leadership teams on workforce transformation, leadership development and cultural change. His perspective combines the research discipline of an engineer, the strategic experience of an operator who has led at scale, and the practical tools of a practitioner who has done the work inside organisations, not just advised on it from outside.

Key speaking topics

- Future of work and workforce strategy
- Talent attraction, retention and the 6C© model
- Organisational culture and belonging
- The multigenerational workforce
- Purpose-led leadership
- Leadership in uncertainty
- Future skills and employability
- Megatrends and their organisational implications

Ideal for

- CHROs and people directors designing future-fit talent strategy
- Senior leadership teams navigating workforce transformation
- Talent, learning and organisational development functions
- CEOs and MDs seeking a commercially grounded view of the future labour market

Audience outcomes

- A structured view of the megatrends reshaping work, and their specific implications for organisational and talent strategy
- Familiarity with the 6C© model as a practical tool for rebuilding attraction and retention approaches
- Clearer understanding of why belonging – not diversity alone – determines whether inclusion strategies deliver measurable outcomes
- Practical steps leaders can take to close the gap between current people strategy and what the labour market will require by 2030
- A leadership lens for embedding purpose and meaning at work in ways that affect retention and performance

Russell Beck's 2026 talks & topics

Unlocking the Future: Navigating the Changing Uncertainties to Future-Proof Your Business and Your Career

This talk translates the major megatrends reshaping business and work into a practical action framework for leaders and organisations preparing for what comes next.

Key takeaways:

- A clear, evidence-based view of the megatrends shaping business, work and careers, and the specific risks and opportunities they create
- Practical steps to future-proof business strategy, operating models, people strategy, skills development and sustainability
- Guidance for individuals on how to adapt their career trajectory to remain relevant and resilient in a changing environment

The Generation Game: The Challenges and Opportunities of a Multi-Generational Workforce

Five generations are now active in the workplace at the same time, with co-workers separated by as much as fifty years in age. This session sets out what that actually means for motivation, friction and team performance, and how leaders can turn generational difference into a source of advantage.

Key takeaways:

- A clear-eyed view of the five generations in the workforce: the stereotypes, where they hold a grain of truth, and where they break down
- Where the distinct strengths of each generation lie, and what motivates each in practice
- The points at which inter-generational friction is most likely to surface, and how leaders can convert difference into measurable team performance

Revolutionising Attraction and Retention: A Blueprint for Talent Sustainability

This session explains why the talent market has structurally shifted in employees' favour and equips organisations with a model for building sustainable people strategies.

Key takeaways:

- An evidence-based view of current and future employment market dynamics and why talent scarcity will persist
- An introduction to the 6C© model (Compensation, Career, Cause, Community, Culture, Company) for building future-ready talent strategies
- Practical steps to implement attraction and retention approaches that create an environment where people choose to stay and perform

Fostering Belonging: Cultivating Inclusive Environments to Harness the True Power of Diversity

This talk reframes the diversity and inclusion agenda through the lens of belonging, showing why psychological safety is the mechanism through which diverse teams actually perform.

Key takeaways:

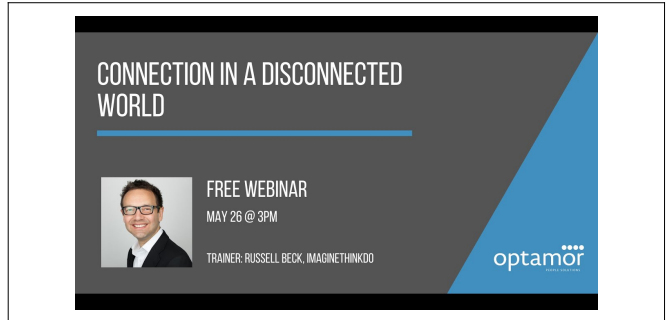
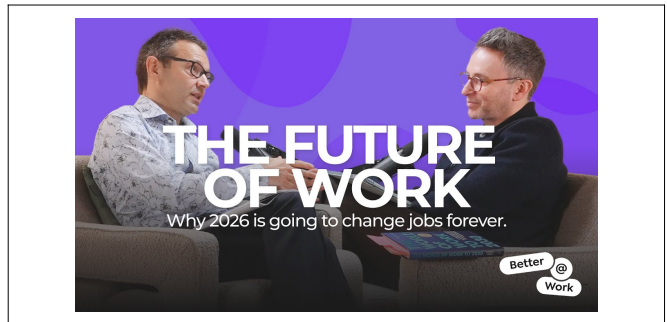
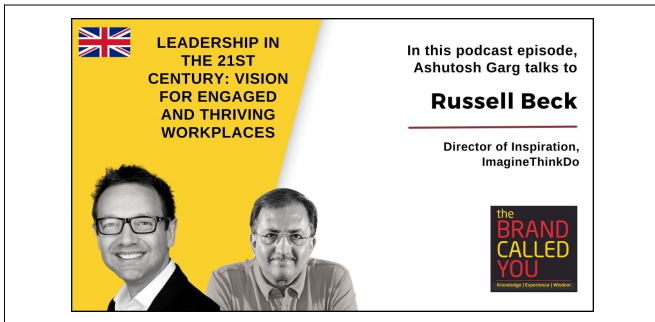
- How a genuine sense of belonging enables inclusion and multiplies the organisational benefit of diversity
- The neuroscience of human connection at work and why it matters for team performance
- A practical action plan for embedding belonging across the full employee lifecycle

Unlocking Meaningful Work: Leveraging Purpose-Led Leadership to Drive Productivity, Innovation, and Wellbeing

This session examines the relationship between meaning, motivation and performance, and sets out how leaders can create environments where people understand and connect with the value of their work.

Key takeaways:

- Why humans seek meaning, and how meaningful work translates into measurable performance and retention outcomes
- The specific challenges leaders face in creating purpose at work – and why most current approaches fall short
- Practical steps to help employees find meaning in their roles and embed purpose systematically across the organisation



What Russell Beck's clients say

Russell is one of business's influential speakers and one of the most inspirational I have ever heard. He knows his stuff and his delivery is second to none captivating the room with thought-provoking content that stays with you long after the event.

HR Manager, Property Consultancy

If you go to only one session this year, make sure it's this one. Russell is an exciting, engaging speaker and captivates his audience from his first word to his last. This will be the best time you can spend if you want to know what makes your colleagues tick, it helped me to understand the motivation, the values and the beliefs of my team and I raved about this presentation for months afterwards. This is by far the best session I have ever attended.

Senior Executive, Pharma

I thoroughly recommend Russell's skillset and approach. He is thoughtful, professional and brings a new perspective to strategy and tackling issues, all of this with energy and humour.

European Head of Org Change, FMCG

Our leadership conference was very productive, much of it down to the great thought-provoking activities and the framing session that you led.

European CEO, Global Travel Services Provider

Russell delivered the presentation in a manner that encouraged me and my team to honestly challenge our own thinking as well as inspiring new thoughts. Months later we still remember and reflect on the points discussed.

Managing Director, Manufacturing

Russell is one of the best I have seen at engaging an audience and providing thought-provoking and inspiring commentary.

Managing Director, Recruitment

Russell's session was an absolute blockbuster... a very engaged audience, rave reviews, and content we are using for maximum impact across the whole of Vodafone.

Senior Project Manager and conference organiser, Vodafone

Your work was the catalyst for a cultural transformation that we have been putting off for far too long. Thank you.

Group HRD Financial Services

Russell could present a 12-hour lecture on the process of paint drying and I'm sure I'd still be attentively engaged. I always enjoy listening to him and his engaging style ensures no delegates ever slip into the heavy eyelid zone.

Operations Director Insurance

This was the best Vistage session I have attended. What you described and what you took us through will add real and substantial value to my business.

MD and Vistage member, Vistage

This is one of the best and most comprehensive talks I have ever heard. Engaging from the start through to the end. I still consciously think about what Russell said months after hearing him speak. Remarkable.

CEO, Retail

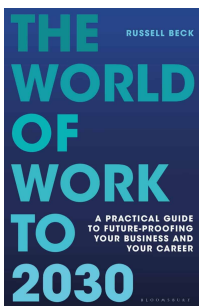
Alison and Russell are energetic and inspiring to work with. They open up new thought processes in a supportive and positive way. Thoroughly recommended.

CEO, Radio

Alison and Russell are amazing to work with. They complement each other perfectly in style and perspective. If they ran a session on learning the alphabet I would want to be there.

Finance Director, Media

RUSSELL'S LATEST BOOKS



The world of work to 2030 - a practical guide to future proofing your business and your career

ARTICLES AND PODCASTS



Technology: making lives better?