



Tim Ringo

AUTHOR

Productivity has not recovered. Engagement scores have flatlined, HR technology budgets have grown, and yet the link between what people do and what the business produces has weakened. The question for the people function is no longer whether to invest in workforce experience, analytics or AI, but how to connect those investments to measurable performance.

Tim Ringo is an HR strategist, author and former IBM, SAP and Accenture executive who helps organisations turn employee engagement, workforce analytics and digital HR into measurable productivity gains.

Tim Ringo's 2026 Biography

AVAILABLE FOR

- Speaking

Why organisations work with Tim Ringo

TIM'S SPEAKING THEMES

- Artificial Intelligence & Generative AI
- Data Analytics
- Employee Engagement
- Employee Wellbeing
- Future of Work
- Talent Retention Strategies
- Workforce Transformation

LANGUAGES: English

Biography highlights

- Named to HR Magazine's HR Most Influential Thinkers, 2022.
- Author, *Solving the Productivity Puzzle* (Kogan Page); Category Winner, HR & Management, Business Book Awards.
- Co-author, *Calculating Success* (Harvard Business Review Press), on workforce analytics.
- Former Vice President and Global Leader, IBM Human Capital Management consulting practice.
- Former Vice President for EMEA, SAP SuccessFactors.

- Chartered Fellow of the CIPD; BSc, Fisher College of Business, The Ohio State University.

Biography

Most large organisations now spend more on HR technology, engagement programmes and learning platforms than at any point in their history. Productivity has not followed. Tim Ringo's work begins where that gap sits, and treats it as a design problem inside the people function rather than a cultural mood.

His 2020 book *Solving the Productivity Puzzle*, published by Kogan Page, won the HR & Management category at the Business Book Awards. The argument is operational: engagement, performance management and learning have to be wired together, and supported by analytics, before any productivity number moves. His earlier book with Carl Hoffmann and Eric Lesser, *Calculating Success*, was published by Harvard Business Review Press and helped to define what serious workforce analytics looks like inside an enterprise.

The credibility behind the work is built over three decades. Ringo led IBM's global Human Capital Management consulting practice, with more than 1,500 consultants worldwide, ran SAP SuccessFactors HR advisory across Europe, the Middle East and Africa, and spent sixteen years as an executive partner in Accenture's Human Performance service line. He is a Chartered Fellow of the CIPD and was named to HR Magazine's Most Influential HR Thinkers list in 2022.

For senior HR audiences, that mix is unusual. Ringo can move from a board conversation about AI in the workforce to a working session on engagement metrics or HR technology investment, and bring the same operating language to both. His view on generative AI at work is a practitioner's view, formed inside the systems that the rest of the function relies on.

Key speaking topics

- Workforce productivity and engagement
- Digital HR transformation
- Workforce analytics
- Generative AI in the workplace
- Employee experience and retention
- Workforce wellbeing strategy
- HR technology investment

Ideal for

- CHROs, CPOs and HR directors leading productivity, engagement or HR technology agendas
- Executive teams reviewing return on HR technology and workforce analytics investment
- HR leadership conferences, CHRO summits and people analytics events
- Boards considering the workforce implications of generative AI

Audience outcomes

- A clearer view of where productivity is actually lost inside the organisation, and which HR levers move it.
- A working model for connecting engagement, performance and learning

to business outcomes.

- A practical sense of what good workforce analytics looks like, and what most organisations are still missing.
- An informed perspective on how to introduce generative AI to the workforce without losing trust or governance.

Tim Ringo's 2026 talks & topics

Solving the Productivity Puzzle

A walk through Ringo's PEIP framework on people engagement, innovation and performance, drawn from his award-winning book.

Key takeaways:

- Why engagement scores stall when performance and learning are managed separately
- How to sequence productivity interventions so they reinforce, rather than cancel, each other
- The metrics that show whether the model is working

Demystifying Digital HR Transformation

A practitioner's view on what HR technology actually delivers, and where most digital HR programmes lose value.

Key takeaways:

- The recurring failure modes in HR technology implementations
- How to test a vendor business case against operating reality
- What "work smarter, not harder" looks like when it is more than a slogan

Preparing the Workforce to Harness AI

How to introduce generative AI into the workforce in a way that creates capability rather than anxiety.

Key takeaways:

- Where AI augments existing roles and where it forces redesign
- The skills, governance and communication required before deployment
- How HR leads, rather than follows, the AI agenda

A Winning Employee Experience and Brand

The four pillars of employee experience design: culture, brand, technology and innovation, and how they translate into retention.

Key takeaways:

- The “moments that matter” across the employee lifecycle
- How experience design changes the talent attraction conversation
- What a credible employee value proposition looks like under cost pressure

Workforce Wellbeing Takes Centre Stage

A four-pillar wellbeing model covering physical, mental, financial and motivational dimensions, framed for boards and HR leaders who need wellbeing to deliver business results.

Key takeaways:

- Why generic wellbeing programmes underperform
- How to integrate wellbeing into performance management without conflict
- The leading indicators that signal wellbeing is working

What Tim Ringo's clients say

At Aramex, Tim has enabled us to simplify strategic HR into simple building blocks to a more strategic function. Tim’s story telling capability is truly captivating. He has been an inspiration to work with, a true forward thinking enabler.

Jia Gay

CHRO Aramex, Dubai, UEA

A great session to be a part of. Tim brings with him huge industry experience which makes it such a practical and realistic experience

Aniket Upadhyaya

Manager HR, Zensar, Mumbai India

Tim is an excellent facilitator and has a unique blend of reading out and connecting with the audience and creating positive impact

Sirisha Reddy

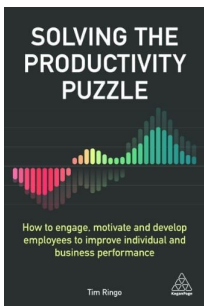
Chief People Officer - South, Future Retail, Bangalore India

Comprehensive overview learning of New HR concepts/strategies. Very insightful on the important role of HR and workforce analytics. Great speaker

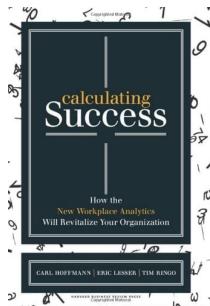
Randall J.

Husky Energy Calgary, Canada

TIM'S LATEST BOOKS



Solving the Productivity Puzzle - How People Engagement, Innovation and Performance Will Transform Work



Calculating Success - How the New Workplace Analytics Will Revitalize Your Organization

Tim Ringo'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	Under €12000	Under £10,000	Under \$15000
Europe	Under €12000	Under £10,000	Under \$15000

Middle East & Africa	Under €12000	Under £10,000	Under \$15000
South America	Under €12000	Under £10,000	Under \$15000
United Kingdom	Under €12000	Under £10,000	Under \$15000
US East Coast	Under €12000	Under £10,000	Under \$15000
US West Coast	Under €12000	Under £10,000	Under \$15000
Virtual	Under €12000	Under £10,000	Under \$15000