



## Beth Davies

### Former Director of Learning & Development at Tesla

Beth Davies has spent over 25 years working in senior leadership roles at innovative companies known around the world – Tesla, Apple, Microsoft, and Gap. She's an expert in cultivating company culture, creating customer-centric organizations, developing leaders, scaling the workforce, and innovating within HR.

## Beth's biography

### About Beth Davies

Most recently, Beth spent six years at Tesla leading Learning & Development as the company grew from 600 to 33,000 employees. Her primary responsibility was evangelizing company culture to protect it from being diluted by rapid growth.

She started at Tesla in manufacturing. When she joined, the factory was an empty shell that needed to be transformed in less than one year into a high-quality car manufacturing facility. Beth's role was to build out the training to support factory-wide operations.

Her responsibilities expanded to include onboarding new hires across the organization, sales and delivery training, [leadership development](#), compliance training, ongoing employee development, and learning infrastructure. In spite of having minimal budget and a small team, she developed and executed a comprehensive, [innovative strategy](#) that brought learning to people in all roles around the world. Prior to Tesla, Beth was part of a small team at Microsoft that conceived and developed its retail concept, growing the operation from 0-15 stores in 18 months. As the Customer Experience Director, she created customer service standards for the stores and all the training required to launch the new retail operation. Beth Davies also played a critical role in the growth of Apple. In 2003, when the company was reemerging from the brink of death, Beth joined the HR team as the head of leadership development. In 2005, she moved to the retail team and became the head of training for the retail stores worldwide. Ensuring new store teams could deliver [customer service](#) that met Apple's tough standards was one of Beth's key responsibilities. Her team played a critical role in the expansion of Apple stores, training over

100 new store teams in the US and in new markets across Europe, Asia and Australia.

A highlight of her time at Apple came in 2007 when the iPhone was first introduced to the world. Given Apple's secretive nature, training couldn't be released in the retail stores until the last minute – she had just two hours before the doors opened and sales began to teach over 4,000 people everything they needed to know about this revolutionary product! No one knew then how much iPhone would change the world.

Beth Davies earned a bachelor's degree at Indiana University and a law degree from Stanford Law School. In 2017, McKinsey & Company invited her to join the Consortium for Advancing Adult Learning & Development, a select group of 40 thought leaders. That same year, Indiana University named her a Luminary as a distinguished Alumna, an honour bestowed on just 12 people before her.

Beth is a highly engaging speaker. Her talks are filled with stories and lessons from her career and offer practical advice delegates can take back to their companies.

## **Beth's talks**

- **The Moore's Law of Talent: Are Your People Keeping Up?**
- **Driving HR in a Fast Growing Car Company**
- **The Orientation Imperative: Setting New Hires on the Path to Success**
- **Empowering HR to Innovate & Change**
- **Creating Loyal Customers: Lessons from Apple & Tesla**

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