

Lynda Gratton

Lynda Gratton is a Professor of Management Practice in Organisational Behaviour at London Business School and a leading expert on the future of work. A Fellow of the World Economic Forum, she is known for her research into hybrid work, organisational change and leadership. She also directs the school's highly regarded Human Resource Strategy in Transforming Companies programme.

KEY TOPICS

- **Implementing a Strategic Vision – Key Factors for Success in Long-Range Planning**
- **Beyond Business as Usual**
- **Free to Choose: Building the Democratic Organisation**
- **The Power of Good Conversation**

BIOGRAPHY

Professor Lynda Gratton is an award-winning author, researcher and influential voice on the future of work. As Professor of Management Practice in Organisational Behaviour at London Business School, she has spent more than two decades exploring how people, organisations and workplace practices influence business performance. She also teaches MBA students through the school's Future of Work elective.

Lynda founded HSM Advisory, formerly known as Hot Spots Movement, and launched the Future of Work Research Consortium in 2008. The initiative has brought together executives from more than 100 global companies to explore the changing nature of work and how organisations can prepare for the future. Her research examines human resource management, business strategy, collaboration and organisational behaviour.

Redesigning Work and the Future of Hybrid Work

Lynda's work explores how organisations can redesign traditional working practices to better support employees and business performance. Her 2022 book, *Redesigning Work: How to Transform Your Organisation and Make Hybrid Work for Everyone*, examines how leaders can rethink workplace structures, introduce greater flexibility and develop more effective approaches to hybrid work. She has also written extensively for *Harvard Business Review* and *MIT Sloan Management Review*, sharing research on leadership, workplace behaviour and organisational change. In 2025, she joined the editorial advisory board of *MIT Sloan Management Review*, further recognising her contribution to management thinking.

The 100-Year Life and The New Long Life

Lynda Gratton has written numerous books exploring the relationship between people, organisations and society. Her earlier publications include *Living Strategy*, *The Democratic Enterprise*, *Hot Spots*, *Glow* and *The Shift*. Published in 2011, *The Shift* received a business book of the year award in Japan in 2012 and has been translated into more than 15 languages. Her book *The Key* won the CMI Management Book of the Year award in 2015, recognising its exploration of the role businesses can play in addressing global challenges. In 2016, Lynda

and Professor Andrew J. Scott published *The 100-Year Life: Living and Working in an Age of Longevity*. The international bestseller examines how longer lives are reshaping careers, education and retirement. It was shortlisted for the *Financial Times* Business Book of the Year award and became particularly successful in Japan. The pair continued their research with *The New Long Life: A Framework for Flourishing in a Changing World* (2020), exploring how technological and social changes affect the way people live and work. In September 2026, Lynda published *Living the 100-Year Life: How to Build a Career That Lasts and a Life You Love*. The book builds on her research into longevity, offering insights into maintaining fulfilling careers and meaningful lives over several decades.

Global Recognition and Advisory Roles

Lynda's contributions to management and organisational research have earned international recognition. She has received the Tata Prize in India, the AHRI Prize in Australia and awards from the National Academy of Human Resources (NAHR) and the Center for Creative Leadership (CCL) in the United States. She also received London Business School's Excellence in Teaching award in 2016. Recognised by Thinkers50 as one of the world's leading business thinkers, Lynda was inducted into its Hall of Fame in 2024 and received the Thinkers50 Lifetime Achievement Award in 2025. As a Fellow of the World Economic Forum (WEF), she has chaired its Council on Leadership and co-chaired the WEF Council on Work, Wages and Job Creation. She also served on former Japanese Prime Minister Shinzo Abe's Council for Designing the 100-Year-Life Society, contributing her expertise on longevity and the changing world of work. Lynda is also Academic Director of the SARI Foundation Institute for Work, Careers and Longevity at London Business School, which launched in September 2026 to advance research into longer working lives and their implications for organisations and society.

Book Lynda Gratton as Your Next Keynote Speaker

Looking for a **keynote speaker** who can help your audience understand the future of work? Lynda Gratton brings decades of research and real-world insights into hybrid work, leadership, organisational change and the impact of longevity on working lives. Her presentations offer fresh perspectives on the challenges facing today's organisations and how leaders can prepare for what's next. **Book Lynda Gratton for your next conference, corporate event or leadership summit.** Contact Speaker Ideas today to discuss her availability, speaking topics and how her expertise can bring value to your event.

WHAT PEOPLE SAY

> "*“Lynda Gratton has captured, in a very profound way, the emerging realization of what truly matters in transforming businesses: people, purpose, and participation. In a word, democracy.”*"
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> **— Niall FitzGerald, Chairman, Unilever**

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> *“One of Britain’s leading lights in human resource strategy.“*
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> **— Financial Times**