**Matthew Brown**

**Director of Research, Human Capital Management**

**ISG Software Research**

**LinkedIn:** <https://www.linkedin.com/in/matthewwbrown/> @Ventana-Research

**Twitter:** @MBrownVR @VentanaResearch

**Short Bio Description:** Over two decades of experience and leads the software research and advisory in the Human Capital Management expertise at ISG Software Research.

**Full Bio:** Matthew leads the expertise in Human Capital Management (HCM) software at ISG Software Research, with over two decades of experience. As a business and HR leader, he has worked at companies like Schoox and Commercial Metals Company. His research covers the full range of HCM processes and software including employee experience, learning management, payroll management, talent management, total compensation management and workforce management. Matthew is a Forbes HR Council member and a graduate of Western Governors University with a degree in HR management. He serves as President and board member of Limbs for Life Foundation, volunteers for Operation Kindness and is President-elect of ATD (Association of Talent Development) Dallas.

**Summary:** Matthew Brown leads the Human Capital Management (HCM) software expertise at ISG Software Research, and guides HR and business leaders with over two decades of experience. His research covers the full range of HCM processes and software including employee experience, learning management, payroll management, talent management, total compensation management and workforce management.