**Matthew Brown**

**Director of Research, Human Capital Management**

**Ventana Research, now part of ISG**

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**Short Bio Description:** Over two decades of experience and leads the software research and advisory in the HCM expertise at Ventana Research, now part of ISG.

**Full Bio:** Matthew leads the expertise in HCM software at Ventana Research, now part of ISG, 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 HCM software expertise at Ventana Research, now part of ISG, 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.