Stela Lupushor is a Senior Fellow in Human Capital and Program Director for The Conference Board’s Strategic Workforce Planning Council, and Strategic HRBP Council, facilitating conversations with Fortune 500 corporation members about building new, global workforce strategies to deliver business performance.

Lupushor is also the founder and CER (chief executive re-framer) with Reframe.Work, a consulting firm dedicated to advising organizations on how to future-proof their workforce and work environment in light of demographic shifts, disruptive technology, value chain disintermediation, and human behavior evolution. Most recently, Lupushor established and led the people analytics functions at Fidelity Investments and TIAA where she developed analytics capabilities across those organizations and enabled data-driven workforce decision making.

Previously, Lupushor led the HR strategy and social analytics function at IBM where she built the “future of work” strategy for IBM. One outcome was the sentiment analysis solution which is now used to understand the engagement of IBM’s global, complex workforce. She brought to these initiatives her consulting experience acquired at Price Waterhouse and the successor organizations—PwC Consulting and IBM Global Business Services.

Lupushor holds a diploma in Mathematics and Computer Science; speaks English, Romanian and Russian; has a patent pending for a social sentiment analysis tool; has published articles and papers; and is a sought-after speaker on the topics of people analytics and the future of work.