



SCOTT HORTON

Diversity and Inclusion

Scott Horton is the director of diversity and inclusion consulting at IBM and has 25 years of training and consulting experience, including 10 years in higher education and 15 years in the corporate arena. He leads IBM's inclusion practice, manages consulting teams, and serves as primary client relationship manager for IBM's diversity and inclusion clients. His thought leadership shapes IBM's "D and I" solutions and strategies.



In his capacity as a campus life assistant dean at a few of the country's leading universities, Scott developed and delivered various for-credit and not-for-credit leadership training and diversity courses for students, staff and faculty. In the early stages of corporate diversity efforts in the USA, Scott was retained by IBM as a lead facilitator for the organization's award winning diversity training programs. He took what he learned at IBM and created a consulting practice that allowed him to work with 100's of the world's best known organizations.

In his role as principal diversity consultant for Kenexa (now IBM), Scott has acquired a unique perspective on inclusion measurement to validate the diversity activities within global and USA organizations. The intersection of inclusion and employee engagement measurement is his professional passion.

Scott uses these experiences in his work across a broad variety of market sectors and with every level of leader from individual contributors to senior management and executives. He designs and delivers educational experiences to leverage human capital and create high performing, focused and effective teams. Scott has recently led inclusive leadership seminars for all executives and managers of a Fortune 20 financial institution, facilitating the transformation of their corporate culture during rapid growth through acquisition.

Scott holds a BBA from James Madison University and an MA from The Ohio State University. He has been a speaker at the Multicultural Forum on Workplace Diversity, Linkage International Summit on Diversity, HCI Webinars, and at international gatherings of managers, and diversity practitioners. Prior to joining IBM, Scott was a lead consultant for Roosevelt Thomas Consulting and Training, Global Novations, Innovations International, ProGroup, J. O. Rogers and Associates and Executive Diversity Services.

He resides in the Atlanta home of two Jack Russell Terriers, Lucky and Rocco.

SCOTT'S KEY AREAS OF EXPERTISE INCLUDE:

- Inclusion measurement
- Leading diverse teams
- Focus groups
- Design and delivery of awareness and skill based inclusion training
- Key note speeches
- Diversity and inclusion strategy development
- Connecting inclusion and engagement