

Solange Charas, Ph.D.

Executive Doctoral/Ph.D Program: Case
Western Reserve University
Ph.D. Conferred: 2014

Discipline: Management – Upper Echelons
Method of Research: Mixed Methods

Practitioner Experience:

Dr. Solange Charas is a board and c-suite advisor. Her advisory work focuses on assisting organizations optimize and realize a return on their investments in Human Capital (HC) programs.

PhD Focus: Through her Ph.D. research, she pioneered TQ™ (Team Intelligence). This innovative approach allows organizations to quantify the effectiveness of teams throughout the organization, and specifically in the executive suite, where teams have the greatest impact on bottom-line performance. The TQ™ approach is the new science in team effectiveness, identifying appropriate protocols to select, develop and manage passionate high-performing interdisciplinary teams. Her research on board and c-suite teams has been published in both academic and practitioner journals. She has won Best Paper Awards for each of her academic papers.

Area of Expertise: Solange has deep experience in all areas of HC, consulting to both management and boards on appropriate strategies utilizing innovative approaches. She specializes in human capital metrics using an evidence-based approach to understand the ROI of human capital investment and the effective deployment of human capital in the organization, a methodology she co-created in 1999 while at Arthur Andersen.

Professional Appointments: In addition to managing Charas Consulting, Inc. founded in 2000, she is the Chief Human Resources Officer and a member of the Board of Directors of Integral Board Group. IBG is the world's first board-level business service provider (BSP). From 1999 to 2007, she held the top HR position at Praetorian Financial Services Group (sold to QBE); Benfield (sold to Aon); and HavasWorldwide. As a consultant, she was a Senior Consultant at the Hay Group, a Senior Manager at Ernst & Young, and a National Director at Arthur Andersen.

Academic Appointments: In 2014, Dr. Charas began teaching as an Adjunct Professor at New York University in their Masters of Human Resources and Development program, where she teaches Quantitative Methods for Decision Makers. She also teaches various subjects to undergraduates at Touro's Lander College for Women.

Board Positions: Solange was recently appointed to the board of The Thirty Percent Coalition, a non-profit organization whose mission is to achieve 30% of all public company board seats held by women by 2015. Since 2007, she has served as a Board Director at Able Energy (NASDAQ) on the Audit Committee and as the Chairperson of the Remuneration Committee. In addition, she sits on the boards of 2 for-profit private organizations.

She is a frequent speaker on Management topics, and has been published in various venues including HBR, FastCompany, The Conference Board's Director Notes, The Corporate Board Magazine and the International Journal of Disclosure and Governance. She has appeared on National Association of Corporate Directors (NACD) and Bloomberg for Small Business TV programming.

Dr. Charas has a BA in International Political Economy from UC Berkeley, an MBA in Accounting and Finance from Cornell University as well as a Certificate of Negotiations from Harvard University.