

How EY Informed Decisions and Drove Influence with Gartner

Company Name: EY
Industry: Consulting
Revenue: \$51B
Employees: 400,000



Mission-critical priority

Dan Black's top priority was to rebuild and define one, meaningful talent strategy at EY that he could effectively structure and communicate to gain buy-in from the Board.



How Gartner helped

The client used:

- **Gartner Bullseye tools** to better understand where his function should invest and push the envelope vs. where they should remain conservative.
- **Gartner research and data** to support his talent strategy vision and gain “instant credibility” with the Board



Outcome

With support from Gartner for HR, the client:

- **Drove** data-driven conversations to gain “instant credibility” with the Board
- **Positioned** the HR function as a key strategic partner to the Board
- **Demonstrated** HR's ability to make hard, measurable impact on the business's bottom line

“The research and the data has been invaluable, because when I go in to my leadership, to know it's not just my opinion or my thoughts, but actual hard data that's driving our proposed way forward, that's instant credibility, which is fantastic.