

# Megan Connolly

## Principal and Senior DEI Consultant



Megan Connolly is a DEI Lead within Mercer's Employee Listening Practice. She is an I/O Psychology practitioner with 18 years' experience partnering with Fortune 500 global organizations to help anchor their DEI strategies in evidence-based insights that lead to more inclusive and equitable environments for diverse work teams.

**DEI Expertise:** In a career that has spanned three continents, Megan has had the opportunity to translate strong science into thriving workplace cultures and compelling employee experiences across a variety of global settings and industries. She has held several academic posts instructing graduate students on the topic of Managing Diversity, Equity and Inclusion, and regularly shares research at conferences in the field, including recent presentations at World at Work 2021 and the Society of Industrial-Organizational Psychologists. Megan's research and perspectives on DEI have been featured in Human Resource Executive and Working Mother magazine. Megan's background in neuroscience, social cognition and evolutionary psychology inform her DEI work, where she strives to help clients appreciate the role that the brain and its social environment play in employee performance.

**Employee Experience Expertise:** Megan guides HR Leaders in the development of survey instruments that capture the unique needs of employees throughout their employment experience. Based on years of client research, she understands what employees are seeking across their employment journey, and weaves this insight into the design of powerful research programs. The result is a data-driven action plan for delivering employee experiences that matter, when they matter most.

**Employee Listening Platform Design:** Megan's point of view on employee listening is to begin with the end in mind. She believes that any listening program must support post-survey action that results in real, tangible change for employees. As a result she considers first what is presently achievable for clients, meeting them where they are at in their program evolution. She then partners with them to deepen the insight and transformation they are able to achieve, through a combination of technology, expert-led design, and lab-mindset thinking.

**The Data-Based Story:** Megan understands that when you combine robust data gathered by innovative technology with the time-tested practice of great storytelling, truly transformational results can happen. Megan brings years of experience weaving together large and complex datasets into compelling, data based stories for executive leadership to each of her client engagements.

Megan holds a B.Sc. (Hons) in Psychology from the University of London, England, an M.A. in Industrial/Organizational Psychology from The Chicago School of Professional Psychology, and an M.Sc. In Applied Positive Psychology from The University of East London, England.



Mercer Diversity, Equity, Inclusion Consulting Practice