



MAJOR CAREER ROLES

Chair/CEO, Best Buy Co.

Board member, Johnson & Johnson

Board member, Ralph Lauren Corp

Senior Lecturer, Harvard Business School

International Advisory Board

member, HEC Paris

OTHER CAREER HIGHLIGHTS

President/CEO, Carlson Inc.

President/CEO, Carlson Wagonlit Travel

Senior Executive, Vivendi Universal

Partner, McKinsey & Co.

Hubert Joly is currently Lead Independent Director at Johnson & Johnson, Independent Director at Ralph Lauren Corporation, and is a member of the International Advisory Board of HEC Paris, as well as a Trustee of the New York Public Library.

He is also a Senior Lecturer in the General Management Unit at Harvard Business School (since 2020), where he co-leads executive education on purposeful leadership, strategy rejuvenation, and organisational transformation.

Hubert is best known for leading the major turnaround of Best Buy, where he served as President & CEO (2012-2019), Chairman, President & CEO (2015-2019), and Executive Chair (2019-2020).

He launched the “Renew Blue” strategy, redesigned store and digital platforms, re-energised frontline staff, and restored profitability, tripling the company’s stock price and restoring investor confidence.

Before Best Buy, he led Carlson Wagonlit Travel as CEO (2004-2008) and Carlson Companies (2008-2012), growing global hospitality and services revenues.

Earlier, he held senior roles at Vivendi Universal and Electronic Data Systems (EDS France), and was a partner at McKinsey & Company (1983-1996).

Since joining Harvard Business School, he has authored *The Heart of Business – Leadership Principles for the Next Era of Capitalism*, a Wall Street Journal bestseller that explores the role of purpose, humanity, and stakeholder alignment in modern leadership.

He brings deep cross-sector expertise in:

- Retail & digital transformation – orchestrating turnaround strategies via customer experience, frontline empowerment, and omnichannel integration
- Leadership & organisational culture – building human-centred leadership models that mobilise teams around purpose and performance
- Board governance & global strategy – advising multinational boards on purpose-driven growth, governance structures, and institutional innovation
- Executive education & thought leadership – teaching and writing on “putting purpose to work” and re-founding companies in the stakeholder age

Educated at HEC Paris and Sciences Po, Hubert transformed from McKinsey consultant to global CEO before becoming a respected educator and board practitioner. He is widely recognised by Harvard Business Review, Barron’s, Glassdoor, and Thinkers50 for his leadership, ethics, and ability to “unleash human magic” in