

## EXECUTIVE COMMITTEE



### **David Wan**

#### *President & Chief Executive Officer*

David A. Wan is the president and chief executive officer of Harvard Business Publishing. He joined the company in this role in July 2002. Wan is a distinguished operating executive with over thirty years of diversified experience in publishing, consulting, and consumer products. He has operated on a global scale in both consumer and educational publishing.

Formerly, Wan was president of the Penguin Group, the global trade consumer book publishing division of Pearson plc, where he was responsible for approximately \$1.2 billion in revenue from three primary operating divisions in thirteen countries. Prior to joining Pearson plc, Wan held three executive positions at Simon & Schuster. He also held positions at Arthur Andersen, PepsiCo, Paine Webber, and Salomon Brothers prior to entering the publishing arena. Wan received his BA degree from Yale University and an MBA from Harvard Business School.



### **Paul Bills**

#### *Senior Vice President & Chief Financial Officer*

Paul Bills joined the company in 1997 as manager, financial planning and analysis. During his tenure, Bills has taken on increasingly critical strategic work for the organization, both within market groups and enterprise-wide. In 2006, he was promoted to director, business intelligence and in 2010 was promoted to vice president, finance and business intelligence.

Today, Bills is the chief financial officer, serving as the financial leader for the organization. He has oversight of all finance and accounting functions, both at the corporate and market group levels, as well as ownership of the company's fiduciary responsibilities. He is also responsible for the enterprise research and business process management functions.

Prior to joining Harvard Business Publishing, Bills worked at William M. Mercer, Inc. as an accountant, compensation analyst, and senior consultant. Bills earned his undergraduate degree in economics at the University of Massachusetts and his master's in accountancy at Bentley College.

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### **Robin Camara**

#### *Senior Vice President, Human Resources & Administration*

Robin Camara joined Harvard Business Publishing in late 2008, responsible for leading human resources, customer service, and facilities and administration. As a member of the executive committee, she has a key role in developing and implementing human capital strategies that support and enable the organization's global growth. This includes a comprehensive talent management program that enhances and expands organizational capabilities in innovation, new product development, digital publishing and other essential competencies. In addition, she is responsible for directing the company's customer service group, which provides customer advocacy, retention, and sales support for Harvard Business Publishing products, and the facilities and administration operation, which supports Harvard Business Publishing's growing organization and workforce. Previously Camara was senior vice president, human resources with First Marblehead Corporation during a rapid-growth period, responsible for developing and installing all human capital strategies. Prior to that Camara served as a key advisor and strategic partner to CEOs and executive teams as vice president, human resources and administrative services at Sun Life Financial; senior vice president, human resources, First Data Corporation; and vice president, human resources at American Express Information Services.



### **Ian Fanton**

#### *Senior Vice President, Corporate Learning*

Ian Fanton joined the company in 1992, and has been responsible for the creation and evolution of the company's academic and corporate sales activities, holding the senior sales leadership role in Corporate Learning for almost 20 years. In 2009, Fanton was promoted to vice president, global sales and marketing. In 2014, he was named vice president, product management, responsible for leading the product management function within Corporate Learning. He also served as a member of the Product Management Council, aimed at strengthening product management across the organization. In 2016, Fanton took on a temporary assignment leading the Harvard Business School Executive Education Corporate Relations team. Today, Fanton is the senior vice president of Corporate Learning. He is responsible for expanding the reach and overall strategic direction and impact of Harvard Business Publishing's Corporate Learning business. Prior to joining Harvard Business Publishing, Fanton held sales roles at the Boston Red Sox and Boston University Corporate Education Center. Fanton earned his undergraduate degree at State University of New York and his MBA at Boston University.

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### **Vinay Hebbar**

Senior Vice President, International

Vinay Hebbar joined Harvard Business Publishing in 2007 as managing director, India, to lead the set up and operations of the company's first international subsidiary, which involved developing plans and executing in all three lines of the business: Harvard Business Review Group, Higher Education, and Corporate Learning. In 2013, Hebbar was promoted to vice president and managing director, APAC. Presently, Hebbar is responsible for international operations and integrated international strategy across all market groups. Throughout his tenure, Hebbar has built and expanded Harvard Business Publishing's global presence which currently includes Europe, India, China, Singapore, Australia, Middle East, and Mexico. Hebbar also serves as a member of the managing committee for Harvard Business School's India Research Center, and a director on the board of Harvard Global Research Support Centre India. Hebbar reports directly to the president and chief executive officer, David Wan. Prior to joining Harvard Business Publishing, Hebbar worked in senior roles at Wolters Kluwer Asia, Arthur D. Little Consulting Singapore, and Arthur Andersen. Hebbar earned his undergraduate degree in commerce from Bombay University, chartered accountant certification from Institute of Chartered Accountants, and an MBA from Asian Institute of Management. Hebbar also is a Harvard Business School alumnus from the General Management Program.



### **Adi Ignatius**

Executive Vice President & Editor-in-Chief, Harvard Business Review Group  
Publisher, Harvard Business Review Press

Adi Ignatius joined *Harvard Business Review* as editor-in-chief in January 2009. He also serves as publisher, Harvard Business Review Press. Previously, he was deputy managing editor for *TIME*, where he helped oversee the week-to-week editing of the magazine and was also responsible for many of *TIME*'s special editions, including the Person of the Year and *TIME* 100 franchises. He was the editor of two books: *President Obama: The Path to the White House* and *Prisoner of the State: The Secret Journal of Premier Zhao Ziyang*. Both made the *New York Times* bestseller list. Prior to his 2007 appointment as deputy managing editor, Ignatius served as executive editor of *TIME* starting in 2002, and from 2004 to 2007, he also held the additional title of editor of *TIME* Canada. Ignatius joined *TIME* as deputy editor of *TIME* Asia in 1996, based in Hong Kong, and was named editor of that edition in 2000. He also wrote frequently for *TIME*, including most recently, cover stories on Google Inc. and the 2007 Person of the Year profile of Russian leader Vladimir Putin. Prior to joining *TIME*, Ignatius worked for many years at the *Wall Street Journal*, where his work was nominated for a Pulitzer Prize, and later as managing editor of the *Central European Economic Review* and business editor of the *Far Eastern Economic Review*, publications owned by Dow Jones, Inc.

Ignatius was awarded a Zuckerman Fellowship at Columbia University's School of International and Public Affairs in 1990. He received his BA in history in 1981 from Haverford College in Pennsylvania. He is a member of the Council on Foreign Relations and the Asia Society.

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### **Joshua Macht**

#### *Senior Executive Vice President & Chief Product Innovation Officer*

Joshua Macht is the senior executive vice president and chief product innovation officer. In his role as chief product innovation officer, Macht leads innovation efforts across Harvard Business Publishing in the search for new growth engines, while working to create a company-wide culture of innovation. He also chairs the company's Portfolio Review team, which is responsible for prioritizing product investments. Macht is also responsible for the higher education market for Harvard Business Publishing, including oversight and direction of the case study product line and other offerings for the academic market. Macht joined the company in 2006 to build the digital efforts in the individual market and served as group publisher for Harvard Business Review Group for nine years. Prior to joining Harvard Business Publishing, he was the editor in chief for TIME.com, and focused on technology and business editorial for TIME magazine. Macht began his web career in the early 1990s as a founding editor of Inc.com, which was among the first national magazines to create a substantial online presence for small business owners and entrepreneurs. He has also written extensively about internet media and the high-tech industry for a number of publications, including TIME, *The Atlantic*, and Harvard's *International Journal of Press and Politics*. He is a graduate of Bates College and holds a master's in technology, innovation, and education from the Harvard Graduate School of Education. Macht is a recent Harvard Business School alumnus from the Advanced Management Program.



### **Sarah McConville**

#### *Executive Vice President & HBR Group Publisher*

Sarah McConville joined Harvard Business Publishing in 1992 as publicity manager for Harvard Business School Press. She spent her first seven years in the organization focused on developing the publicity function for the Press. In 1999, McConville took on broader enterprise and publicity responsibility, moving into the role of director, corporate communications and publicity. After 10 years in the communications and publicity function, McConville was named vice president, marketing for Harvard Business Review Group. McConville's leadership and influence across Harvard Business Review Group continued to expand with the addition of responsibility for the Press and today she is the senior vice president and HBR Group publisher. Prior to joining Harvard Business Publishing, McConville worked at MIT Press as a publicity manager and Houghton Mifflin Company as an associate publicist. McConville earned her bachelor's in English and art from Smith College and is a Harvard Business School alumna from the General Management Program.

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### **Jason McNamara**

#### *Senior Vice President & Chief Information Officer*

Jason McNamara joined the company in 2004 as elearning technology manager, where he was responsible for the development of platform, database, and delivery tools for our elearning products in Corporate Learning. In 2006, he moved into the leadership position of director, information technology in enterprise technology. In 2010, he was promoted to vice president, enterprise technology, where his responsibilities included strategic leadership for technology across the organization. He also acts as chairman of the Information Technology Council which oversees client-facing and web technologies.

Today, McNamara is the senior vice president and chief information officer, serving as the information technology leader for Harvard Business Publishing. He has oversight of information technology architecture, at both the corporate and market group levels.

Prior to joining Harvard Business Publishing, McNamara worked at Comet Learning, Inc. as technical director and Instruction Set, Inc. in several media management roles. McNamara is a member of the Online Publishers Association and has attended several executive education programs at MIT and HBS. He received his BS in electronic media production from Syracuse University.



### **Ellen Desmarais**

#### *Senior Vice President, Higher Education*

Ellen Desmarais joined Harvard Business Publishing in 2018 as managing director, digital strategy. In this role, Desmarais was responsible for digital strategy, web operations, marketing, and product management of the Higher Education business unit. As a senior leader of product strategy, Desmarais also served as a member of the portfolio review team, responsible for product development and product management leadership across the enterprise. Desmarais quickly expanded her responsibilities and impact in the organization, and now leads the Higher Education team as senior vice president, Higher Education.

Prior to joining Harvard Business Publishing, Desmarais worked as an independent advisor and marketing consultant. She held various vice president roles at 500px and Getty Images, senior leadership roles at Dow Jones & Company, and numerous positions at The McGraw-Hill Companies and Capital One Financial Services. Desmarais received her BA degree from College of William and Mary and MBA from The Wharton School.