

DEFENSE BUSINESS BOARD



MATTHEW DANIEL PRINCIPAL OF TALENT STRATEGY, GUILD EDUCATION

Matthew stands out as a gifted leader, strategic thinker, and innovative operator in the field of Talent Development. He currently serves as Principal of Talent Strategy and Mobility at Guild Education, where he is responsible for research, consulting, and thought leadership on topics at the intersection of Learning and Development and DEI, reskilling, internal mobility, and the future of work.

For nearly 20 years, Matthew Daniel has consulted on talent development, talent management, and HR technology strategies for Fortune 500s, including companies like Nike, Boston Consulting Group, Bristol-Myers Squibb, Valero, GlaxoSmithKline, Allstate, ExxonMobil, Cigna Healthcare, Microsoft, Walmart, and General Motors. Matthew has also spent time serving in the public sector, with the first two years of his career on the Pine Bluff Arsenal, supporting contracts with both the Department of Homeland Security and the Department of Defense. Later, Matthew supported learning technology strategy for the Department of Veterans' Affairs.

Matthew spent six years internally at Capital One, leading learning design, technology and innovation. He was responsible for learning and talent development in support of the organization's Digital Transformation, helping to architect the mobility of existing talent into new skills and new roles as the organization evolved. Matthew's experience evaluating HR systems has made him a partner to product and strategy teams across the edtech and talent development sector as they build to meet a growing field.

Matthew graduated first in his college class with a B.A History from the University of Arkansas at Pine Bluff, an HBCU. As a passionate member of the talent development community, Matthew has been a member of the Association for Talent Development for many years and served on the local board in Nashville, TN. He speaks regularly at industry events, inspiring and challenging his field. Matthew is regularly published in industry outlets like TD Magazine, CLO, HR.com, CTDO, and Training Magazine on the topics of Skills, Career Pathways, Mobility, and Equity in Development. Matthew serves as a member of the Talent Management, Culture, and Diversity Subcommittee of the Defense Business Board.

